



Board Agenda Item 11

DATE: April 3, 2018

TO: Board of Supervisors

SUBMITTED BY: Robert W. Bash, Director of Internal Services/Chief Information Officer

SUBJECT: Resolution to Fill Information Technology Analyst Position with Extra-Help Retiree - California Public Employees' Pension Reform Act Exception

RECOMMENDED ACTION(S):

Adopt resolution to fill an Information Technology Analyst position with Extra-Help retiree George Sanchez, part-time, effective April 3, 2018, finding, pursuant to Government Code section 7522.56(f) (1), that a 180-day separation period for retired employees returning to employment as Extra-Help is not applicable based on your Board's certification that the nature of employment and appointment is necessary to fill a critically-needed position before the 180-day separation period.

Approval of the recommended action will adopt a resolution consistent with exceptions identified in the provisions of Government Code section 7522.56(f)(1) that, except certain critically needed positions, retirees are subject to a 180-day separation period following the date of retirement for employees who are re-employed by a public agency within the same retirement system. The recommended action meets the requirement of the California Public Employees' Pension Reform Act (PEPRA), which became effective January 1, 2013. This item is countywide.

ALTERNATIVE ACTION(S):

Your Board could choose not to approve the recommended action, which would result in the loss of expertise in the application and implementation of the Megabyte property software system.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. Sufficient appropriations and revenues for the appointment are included in the current year budget and will be included in the requested FY 2018-19 budget for Internal Services Department - Information Technology Division Org 8905.

DISCUSSION:

On September 12, 2012, the California Public Employees' Pension Reform Act, known as "PEPRA" (Assembly Bill 340), was signed into law, with an effective date of January 1, 2013. Additionally, Assembly Bill 197, which amends a portion of the 1937 Act, was signed into law the same date to become effective January 1, 2013. The PEPRA legislation includes provisions in Government Code section 7522.56 requiring a 180-day separation period following the date of retirement for retirees who are re-employed by a public agency within the same retirement system as an employee or through a contract unless:

- The employee is a "public safety officer," or
- The employer certifies the nature of the employment and that appointment is necessary to fill a

critically-needed position before the 180 days has passed.

For the second exception above, legislation requires that your Board, as the employer's governing body, must approve by resolution, the appointment in a public meeting and not on the consent calendar.

Implementation of the County's new property tax system is a coordinated effort between the Assessor's Office, Auditor-Controller/Treasurer-Tax Collector's Office, and ISD-IT.

George Sanchez has been providing support for the County of Fresno Tax Collection system for 23 years as a system programmer. He has been working with the COBOL programmers maintaining the tax system application throughout his career with the County. Mr. Sanchez understands the day-to-day work-flow and business processes for the tax system that resides in the IBM mainframe. As the Information Technology Project Manager for the Megabyte tax migration, Mr. Sanchez (along with his staff of COBOL programmers) has been working with Megabyte on the data conversion and Fit-Gap Analyses, which is on-going. His understanding of the data migration processes that need to take place for migration to the Megabyte Tax System is essential for full and successful implementation of the Megabyte property tax system.

In this part-time, extra-help capacity, Mr. Sanchez will return as a Senior Information Technology Analyst, serving as the Project Manager for the continued data conversion and implementation of the Megabyte Tax System, subject to all other Extra-Help rules and requirements.

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Resolution

CAO ANALYST:

Juan Lopez