



# Board Agenda Item 6

DATE: May 19, 2026

TO: Board of Supervisors

SUBMITTED BY: John Zanoni, Sheriff-Coroner-Public Administrator

SUBJECT: Resolution to Fill Sheriff-Coroner-Public Administrator Position with Extra Help Retiree - California Public Employees' Pension Reform Act Exception

## RECOMMENDED ACTION(S):

**Adopt Resolution to fill a Sheriff's Account Clerk position with Extra-Help retiree Surinder Sandhu, part-time, effective May 25, 2026, 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 certification that the nature of employment and appointment is necessary to fill a critically-needed position before the 180 day separation period.**

There is no additional Net County Cost associated with the recommended action. 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 ("sit out") 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 requirements of the California Public Employees' Pension Reform Act (PEPRA), which also went into effect January 1, 2013. This item is countywide.

## ALTERNATIVE ACTION(S):

Your Board could choose not to approve the recommended action, which would result in a loss of expertise to address operational needs, train current staff, and sustain essential services in the Sheriff's Office.

## FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. Sufficient appropriations and estimated revenues for the appointment are included in the FY 2025-26 Sheriff-Coroner-Public Administrator's Org 3111 Adopted Budget. Appropriations for FY 2026-27, if required, will be included in the department's budget request.

## DISCUSSION:

On September 12, 2012, the California Public Employees' Pension Reform Act, which is known as "PEPRA" (Assembly Bill 340), was signed into law effective January 1, 2013. Additionally, Assembly Bill 197, which amends a portion of the 1937 Act, was signed into law on 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 ("sit out") period following the date of retirement for retirees who are re-employed by a public agency with the same retirement systems 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 have passed.

For the second exception above, legislation stipulates 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.

Surinder Sandhu’s last working day was March 27, 2026. Supervising Account Clerk Surinder Sandhu has been an integral part of the Sheriff’s Business Office for the last 26 years and has irreplaceable knowledge of the Accounts Receivable functions including but not limited to reconciliations of Sheriff’s special funds, processing various types of deposits, inmate funds, accounts receivables, invoicing/billing, and travel for the Sheriff’s Office. The specialty of Accounts Receivable Supervising Account Clerk position will require an extended period of time to train the replacement. It is anticipated that the need for Mrs. Sandhu to work extra help will continue until the Sheriff’s Office is able to train the successful candidate. In this part-time, extra-help capacity, Mrs. Sandhu will return as an Account Clerk II and not work more than 960 hours during the year as set forth in PEPRA. The Sheriff’s Office will be subject to, and will comply with, all other extra-help rules and requirements.

The Fresno County Employees’ Retirement Association and the County Human Resources - Employee Benefits Division have reviewed this item and have no objections to Mrs. Sandhu’s extra-help employment.

On January 13, 2015, and June 7, 2016, your Board reiterated County policy that the use of Extra-Help employees should:

- be of limited duration;
- not be used as a first response to staffing requirements;
- not supplant work regularly performed by permanent employees; and
- only be used to meet the critical, seasonal, or temporary work needs of departments on a limited basis.

On June 7, 2016, your Board approved Salary Resolution Amendments that provided departments with the requested flexibility, while limiting the use of most Extra-Help employees.

REFERENCE MATERIAL:

BAI #37, June 7, 2016  
BAI #19, January 13, 2015

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Resolution

CAO ANALYST:

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