

13. Consider adopting a resolution pursuant to Government Code Sections 7522.56 and 21224 exempting the hire of an Extra-Help Retired Annuitant from 180-day waiting period as a critical support for the Personnel Department ()



County of Santa Cruz Board of Supervisors

Agenda Item Submittal

From: Personnel

Subject: Adopt resolution for 180 Day Wait-Period Retired Annuitant Exemption

Meeting Date: May 6, 2025

Formal Title: Consider adopting a resolution pursuant to Government Code Sections 7522.56 and 21224 exempting the hire of an Extra-Help Retired Annuitant from 180-day waiting period as a critical support for the Personnel Department

Recommended Actions

Adopt the attached resolution approving the hire of a retired Equal Employment Opportunity Officer (County of Santa Cruz) to an extra help position as an Equal Employment Opportunity Officer pursuant to Government Code 7522.56 and 21224 to provide critical part time administrative staffing to the Personnel Department.

Executive Summary

The Personnel Department is requesting Board of Supervisors' approval of a resolution exempting a retiree from the 180-day wait period established by the California Public Employees' Pension Reform Act (PEPRA) in order to provide immediate critical support for the Personnel Department.

Discussion

On January 1, 2013, PEPRA took effect requiring a 180 day wait period for retirees who intend to return to the same public retirement system from which they retired. An exception to the 180 day wait period is available for retired employees for whom the governing body of a public agency presents CalPERS with a resolution, passed in a public meeting, that approves the appointment. For the exception to apply, the employer resolution certifies in writing that the nature of the employment and appointment is necessary to fill a critically needed position before the 180 day wait period has passed. Legislation requires that the Board, as the employer's governing body, approve by resolution the appointment in a public meeting and not on the consent calendar.

The Personnel Department is responsible for administration and monitoring of Title VII of the Civil Rights Act 1964 and the Fair Employment and Housing Act. The Personnel Department seeks Ms. Baumeister's assistance to the County to provide staff training and mentoring, technical expertise, and investigative assistance when necessary to support mandatory functions. The Equal Employment Opportunity Officer is a single class position. Ms. Baumeister, who recently retired as the Equal Employment Opportunity Officer for the County of Santa Cruz Personnel Department, has special expertise, skills, and knowledge that makes her especially qualified to assist the Department in this role. The bench of workplace investigators is limited and this action will support the County in maintaining a qualified individual who can be called upon for limited durations.

Financial Impact

Appropriations to cover extra help costs will be absorbed in the Personnel Department 2024-25 budget.

Strategic Initiatives

Equity Framework - Workplace & Workforce

Operational Plan - Operational Excellence

Climate Action - Government Operations

Submitted By:

Ajita Patel, Personnel Director

Recommended By:

Carlos J. Palacios, County Executive Officer

Artificial Intelligence Acknowledgment:

Artificial Intelligence (AI) did not significantly contribute to the development of this agenda item.

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA

RESOLUTION NO. _____

On the motion of Supervisor _____
Duly seconded by Supervisor _____
The following resolution is adopted:

RESOLUTION APPROVING A 180 DAY WAIT PERIOD EXCEPTION FOR MITSUNO
BAURMEISTER (EQUAL EMPLOYMENT OPPORTUNITY OFFICER) UNDER
GOVERNMENT CODE SECTIONS 7522.56 & 21224

WHEREAS, Mitsuno Baurmeister retired from the County of Santa Cruz in the position of Equal Employment Opportunity (EEO) Officer, effective April 26, 2025; and

WHEREAS, Government Code Section 7522.56 requires that any post-retirement employment by Ms. Baurmeister with the County commence no earlier than 180 days after her retirement date, which would be October 23, 2025 unless the County certifies the nature of the employment and that the appointment is necessary to fill a critically needed position before 180 days have passed, and the appointment has been approved by the Board of Supervisors in a public meeting in an item on the regular agenda; and

WHEREAS, section 7522.56 provides that a retiree who accepted a retirement incentive upon retirement shall not be eligible to be employed for a period of 180 days following the date of retirement; and

WHEREAS, the Board of Supervisors, the County of Santa Cruz and Mitsuno Baurmeister certify that Mitsuno Baurmeister did not receive a Golden Handshake or other retirement incentive upon retirement; and

WHEREAS, no matters, issues, terms, or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

WHEREAS, the Board of Supervisors hereby finds that the specialized skills and expertise held by Ms. Baurmeister are critically needed by the County and the Board seeks to appoint Ms. Baurmeister as an extra help retired annuitant on an as-needed basis and for a limited duration to perform some of the duties of an Equal Employment Opportunity Officer for the County of Santa Cruz under Government Code section 21224, effective as soon as administratively possible after Board of Supervisors approval and CalPERS compliance review; and

WHEREAS, the employment shall be limited to 960 hours per fiscal year; and

WHEREAS, the compensation paid to retirees cannot be less than the minimum, nor exceed the maximum, monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

WHEREAS, the minimum monthly base salary for this position is \$9,755 and the hourly equivalent is \$56.28, and the maximum monthly base salary for this position is \$13,067 and the hourly equivalent is \$75.39; and

WHEREAS, the hourly rate paid to Mitsuno Baurmeister will be \$75.39; and

WHEREAS, Mitsuno Baurmeister has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate;

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that:

1. The foregoing recitals are true and correct; and
2. The Board of Supervisors hereby certifies the nature of the employment of Mitsuno Baurmeister as described herein and detailed in the attached appointment document; and
3. The Board of Supervisors further certifies that this appointment is necessary to fill some aspects of the critically needed position of Equal Employment Opportunity Officer for the County of Santa Cruz in order to provide training and investigative assistance pertaining to Equal Employment Opportunity program areas.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Cruz, State of California this ____ day of _____, 2025 by the following vote:

AYES:

NOES:

ABSENT:


ABSTAIN:

Felipe Hernandez
Chairperson of the Board of Supervisors

ATTEST: _____
Juliette Rezzato
Deputy Clerk of the Board

Approved as to form:

Signed by:

 24/2025 Item# 25-1613

Arthur G. Willie
Assistant County Counsel

cc: Personnel (2), Auditor-Controller

Certificate Of Completion

Envelope Id: F995181E-769B-45F5-8738-890E9498B88A	Status: Completed
Subject: Complete with Docusign: Res. 180 Day Wait Period Exception - Mitsuno EEO (agw 4-21-25).docx	
Source Envelope:	
Document Pages: 3	Signatures: 1
Certificate Pages: 4	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Sharonda Cannon
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	701 Ocean Street
	Santa Cruz, CA 95060
	Sharonda.Cannon@santacruzcountyca.gov
	IP Address: 10.103.81.137

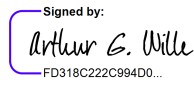
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4/24/2025 8:41:01 AM	Sharonda.Cannon@santacruzcountyca.gov	
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Signer Events

Arthur G. Wille
 arthur.wille@santacruzcountyca.gov
 County of Santa Cruz
 Assistant County Counsel
 Security Level: Email, Account Authentication (None)

Signature

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 FD318C222C994D0...
 Signature Adoption: Pre-selected Style
 Using IP Address: 63.194.190.100

Timestamp

Sent: 4/24/2025 8:43:09 AM
 Viewed: 4/24/2025 12:30:11 PM
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Electronic Record and Signature Disclosure:
 Accepted: 4/24/2025 12:30:11 PM
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In Person Signer Events

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Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

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Certified Delivery Events

Status

Timestamp

Carbon Copy Events

Status

Timestamp

Witness Events

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Notary Events

Signature

Timestamp

Envelope Summary Events

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Timestamps

Envelope Sent	Hashed/Encrypted	4/24/2025 8:43:09 AM
Certified Delivered	Security Checked	4/24/2025 12:30:11 PM
Signing Complete	Security Checked	4/24/2025 12:36:37 PM
Completed	Security Checked	4/24/2025 12:36:37 PM

Payment Events

Status

Timestamps

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To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an email to nada.algharib@santacruzcounty.us and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

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