



ALAMEDA COUNTY FLOOD CONTROL AND WATER CONSERVATION DISTRICT, ZONE 7

100 NORTH CANYONS PARKWAY, LIVERMORE, CA 94551 • PHONE (925) 454-5000 • FAX (925) 454-5727

ORIGINATING SECTION: ADMINISTRATIVE SERVICES
CONTACT PERSON: OSBORN SOLITEI

AGENDA DATE: August 16, 2017

ITEM NO: 7i

SUBJECT: Personnel Action: New Job Classification - Retired Annuitant

SUMMARY:

- Zone 7 continues to assess the staffing needs of the Agency as we maintain a lean, cost-effective organizational model aligned with our goals.
- Recent retirements in our Flood Control section and approximately \$44 million in damage to our flood control channels due to extreme weather this past winter has triggered an exceptionally heavy workload along with the need to train new employees. New staff would benefit from the expertise of a Retired Annuitant familiar with the Agency and processes.
- This position will allow the General Manager flexibility in responding to the extreme circumstances brought on by this year's flood emergency along with the temporary need for assistance in our Flood Control section.
- Creation of the Retired Annuitant classification will allow Retired members, to return to work for limited tenured assignments, pursuant to California Government Code Sections 7522.56, 21220.5 and 8558, California Public Employees' Pension Reform Act (PEPRA) laws, IRS regulations and any other applicable laws and regulations, thereby effecting appointment without reinstating the appointee to active status in a retirement system and without termination or suspension of his/her retirement allowances.
- Since a Retired Annuitant can be assigned the duties of any existing Zone 7 classification, the salary range for each job class extends from the lowest to the highest compensated position within the Agency. The actual salary rate of the Retired Annuitant position will be determined by the Zone 7 Water Agency prior to the job appointment. Appointees to the Retired Annuitant position are not eligible for benefits.
- Individuals who fill a Retired Annuitant position are limited to a maximum of 120 working days (or 960 working hours) in any one fiscal year or 12-month period as defined by the Zone 7 Board of Directors.
- The Retired Annuitant position will be funded from Fund 200 – Flood Protection.

CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Retired Annuitant Eff. 8/16/17	\$2,215.20				\$11,149.60
	\$27.69				\$139.37

FUNDING:

We are requesting the authorization for one additional position. Funding will be 100% from Fund 200 – Flood Protection.

RECOMMENDED ACTION:

Staff recommends that the Board adopt the attached Resolution to (1) approve the addition of one Retired Annuitant classification with the attached salary schedule; (2) authorize the General Manager to approve and sign the salary schedule for this position; and (3) authorize the Auditor-Controller of Alameda County to draw the necessary payroll warrants from Zone 7 funds in accordance with the adopted schedule.

ATTACHMENT:

Zone 7 Board Resolution

ZONE 7
ALAMEDA COUNTY FLOOD CONTROL AND WATER CONSERVATION DISTRICT

BOARD OF DIRECTORS

RESOLUTION NO.

INTRODUCED BY

SECONDED BY

***NEW CLASSIFICATION AND SALARY SCHEDULE FOR RETIRED ANNUITANT,
ZONE 7.***

BE IT RESOLVED that the Board of Directors of Zone 7 of the Alameda County Flood Control and Water Conservation District does hereby approve the following personnel action:

New classification and salary schedule for Retired Annuitant, Zone 7.

BE IT FURTHER RESOLVED that the General Manager of Zone 7 is hereby authorized and directed to approve and sign the salary schedule for this position; and

BE IT FURTHER RESOLVED that the Auditor-Controller of Alameda County is authorized and directed to draw the necessary payroll warrants from Zone 7 funds in accordance with the adopted schedule.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSENT:

ABSTAIN:

I certify that the foregoing is a correct copy of a Resolution adopted by the Board of Directors of Zone 7 of the Alameda County Flood Control and Water Conservation District on August 16, 2017.

By _____
President, Board of Directors