



## Legislation Text

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**File #:** 23-1039, **Version:** 1

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Department of Transportation recommending the Board consider the following:

- 1) Waive the 180-day waiting period for extra help employment of CalPERS retired annuitant to fill a critically needed position within the Department of Transportation; and
- 2) Adopt and authorize the Chair to sign Resolution **096-2023** authorizing the appointment of Steven McVey as a retired annuitant for the position of extra help Principal Engineering Technician, effective July 1, 2023; and
- 3) Authorize an exception to Personnel Rule 604.5 to hire the annuitant at Step 5.

**FUNDING:** N/A

### **DISCUSSION / BACKGROUND**

The Department of Transportation (Transportation) would like to appoint Steven McVey as a retired annuitant for the position of extra help Principal Engineering Technician for the County of El Dorado, effective July 1, 2023.

In January 2023, the Director of Transportation was notified that Steven McVey would be retiring on April 28, 2023, after 28 years of service to the County. Knowing the specialized area of responsibility that the Principal Engineering Technician has and that some training overlap would be necessary, also knowing the challenges Transportation has faced with recruitments in the Engineering division, the recruitment process began immediately, with advertisements in multiple publications to get the word out. Unfortunately, after two recruitment attempts resulting in only one application that met minimum qualifications but did not result in a successful hire, the current recruitment is now posted as open until filled. The Principal Engineering Technician position is the supervisor and lead position for Transportation's Computer Aided Design & Drafting (CADD) unit and develops policies and procedures for using the CADD stations and software. This position requires specialty skills and knowledge of using Autodesk Civil 3D software to complete plan sets and details for a variety of civil projects, as well as knowledge of California Department of Transportation (Caltrans) Standard Plans. This position requires the ability to train and work with technical engineering staff, as well as technical expertise in creating contract document drawings and other graphic exhibits. Transportation will need to rely on consultants who offer CADD expertise if this position is not filled. This will slow down work in the plan development for Transportation's projects. Some engineering staff can use this software and create some exhibits, but not to the level of the Principal Engineering Technician. Some work can be assigned to these other positions, but extensive technical work will need to be completed by consultants. The CADD unit is relied upon by all the engineering units: Fairlane, Headington, and Tahoe, and due to current Transportation project obligations, the position needs to be filled as soon as possible.

By state law, CalPERS retirees are required to wait 180 days before returning to work in an extra help capacity with a PERS agency; however, the waiting period can be waived by the governing body of the agency, who must certify the nature of the employment and that the appointment is necessary to fill a critically needed position sooner than 180 days. The appointment must be passed by

resolution by the governing body in a public meeting and must be approved as an action item rather than on a consent calendar.

### **ALTERNATIVES**

The Board could choose not to appoint the annuitant, which would have a negative impact on Transportation's ability to complete the projects to which it is currently obligated.

### **PRIOR BOARD ACTION**

N/A

### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

Human Resources, County Counsel, and the Chief Administrative Office.

### **CAO RECOMMENDATION / COMMENTS**

Approve staff recommendation.

### **FINANCIAL IMPACT**

The costs of this position would be absorbed in the salaries and benefits budget and funded with the position's vacancy savings.

### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

- 1) The Clerk of the Board will obtain the Chair's signature on the original Resolution.
- 2) The Clerk of the Board will forward one (1) copy of the executed Resolution to Transportation, Fairlane Engineering, attention Shanann Findley.
- 3) The Clerk of the Board will forward one (1) copy of the executed Resolution to Human Resources, attention Allison Chapman.

### **STRATEGIC PLAN COMPONENT**

Good Governance

### **CONTACT**

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Department of Transportation