

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF THE COUNTY OF SAN BERNARDINO
AND RECORD OF ACTION**

April 6, 2021

FROM

DIANE RUNDLES, Director, Human Resources Department

SUBJECT

Extra Help Appointment of Labor Negotiator as a Returning Retiree

RECOMMENDATION(S)

Approve the appointment of Robert Windle, a returning retiree, before 180 days has passed, into an Extra Help Labor Negotiator position due to the critical need of negotiating a Memorandum of Understanding on behalf of San Bernardino County, for a period of four months, ending on July 30, 2021.

(Presenter: Diane Rundles, Director, 387-5570)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Create, Maintain and Grow Jobs and Economic Value in the County.

Pursue County Goals and Objectives by Working with Labor Unions.

FINANCIAL IMPACT

Approval of this item will not result in the use of additional Discretionary General Funding (Net County Cost). The total annual cost of the extra help appointment is estimated to be \$94,000 based on a maximum of 960 hours of work per fiscal year, which will be funded within the Human Resources Department's (Department) existing allocation. Sufficient appropriation is included in the Department's 2020-21 budget and will be included in the Department's 2021-22 recommended budget.

BACKGROUND INFORMATION

On March 26, 2021 Robert Windle retired from the County of San Bernardino as the County Labor Relations Chief. Mr. Windle has been actively negotiating with the California Nurses Association for a successor Memorandum of Understanding. Mr. Windle's knowledge, expertise, and established relationships with the California Nurses Association are critical to the successful conclusion of this contract negotiation.

Under the California Public Employees' Pension Reform Act of 2013, a retired person shall not be eligible to be employed for a period of 180 days following the date of retirement unless the employer certifies the nature of the employment and that the appointment is necessary to fill a critically needed position before 180 days have passed. The Department certifies that approval of Mr. Windle's appointment to an Extra Help position before 180 days has passed is necessary to fill a critically needed position to ensure continuity of the negotiation process.

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The extra help position may be terminated by either party without cause upon 14 days written notice to the other party. The appointee shall not be scheduled to work, and shall not work, more than 960 hours per fiscal year.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by Human Resources (Gina King, Human Resources Interim Deputy Director, 387-5564) on March 25, 2021; County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on March 26, 2021; Finance (Jessica Trillo, Administrative Analyst, 387-4222) on March 29, 2021; and County Administrative Office (Robert Saldana, Deputy Executive Officer, 387-5423) on March 29, 2021.

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Record of Action of the Board of Supervisors
County of San Bernardino

Public Comment: None

APPROVED

Moved: Janice Rutherford Seconded: Joe Baca, Jr.
Ayes: Col. Paul Cook (Ret.), Janice Rutherford, Dawn Rowe, Curt Hagman, Joe Baca, Jr.

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: April 6, 2021



cc: File - Human Resources

JLL 04/7/2021