



# County Counsel/Risk Management

## COUNTY OF TULARE AGENDA ITEM

### BOARD OF SUPERVISORS

LARRY MICARI  
District One

PETE VANDER POEL  
District Two

AMY SHUKLIAN  
District Three

EDDIE VALERO  
District Four

DENNIS TOWNSEND  
District Five

**AGENDA DATE:** June 11, 2024

Public Hearing Required	N/A
Scheduled Public Hearing w/Clerk	N/A
Published Notice Required	N/A
Advertised Published Notice	N/A
Meet & Confer Required	N/A
Budget Transfer (Aud 308) attached	N/A
Personnel Resolution attached	N/A
Agreement(s) attached	N/A

CONTACT PERSON: Stephanie Fernandes PHONE: 559-636-4950

**SUBJECT:** Approval of Post-Retirement Employment of Kathleen Taylor

### **REQUEST(S):**

That the Board of Supervisors:

1. Approve the Post-Retirement Employment of Chief Deputy County Counsel, Kathleen Taylor as an Extra Help Attorney for the County Counsel's office, effective as of June 17, 2024.
2. Find that the position will be for a limited duration, requires the special skills and knowledge possessed by Ms. Taylor, that the nature of the employment and her appointment is necessary to fill a critically needed position before 180 days have passed from her retirement, and the appointment has been approved by the Board of Supervisors in a public meeting and not on the consent calendar; and
3. Waive the 180-day waiting period to return to work for the position.

### **SUMMARY:**

Kathleen Taylor worked for the County of Tulare for over 29 years before retiring last month. Kathleen Taylor has gained a wealth of experience, knowledge, and abilities during her 29 years of service by handling some of the most difficult litigation matters involving nearly every aspect of county operations. She retired as Chief Deputy County Counsel for the Litigation Team on May 31, 2024. County Counsel is in critical need of litigation services due to recent vacancies and leaves of absences.

The nature of the requested appointment is necessary to fill a critically needed litigator role before the 180 days have passed from Ms. Taylor's retirement since she possesses extensive knowledge as a litigator for County Counsel, County Counsel believes this appointment is a qualifying exception per the California Public Employees' Pension Reform Act (PEPRA) of 2013.

**SUBJECT:** Approval of Post-Retirement Employment of Kathleen Taylor

**DATE:** June 11, 2024

In order to comply with the post-retirement employment restrictions of the PEPRA and the County Employees' Retirement Law of 1937 (1937 Act). It is requested that the Board (1) Approve the Post-Retirement Employment of Kathleen Taylor, as an extra help Deputy County Counsel, effective June 17, 2024, (2) Find that the position will be for a limited duration, requires the special skills and knowledge possessed by Ms. Taylor, that the nature of the employment is necessary to fill a critically needed technical role before 180 days have passed from her retirement, and that the appointment be approved by the Board of Supervisors in a public meeting and not on the consent calendar, and (3) Waive the 180-day waiting period that would otherwise apply to such post-retirement employment. If the waiver is approved, Ms. Taylor will not be required to be reinstated from her retirement to active membership in the retirement system, nor will her retirement benefits be suspended or terminated. Ms. Taylor will be limited to working not more than 120 days or 960 hours, whichever is greater, during a fiscal year.

**FISCAL IMPACT/FINANCING:**

The fiscal year 2023/2024 cost for this request will be fully offset by salary savings from a vacant position in the 001-080-2150 budget. Therefore, approval of this request will have no net cost to the General Fund.

**LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:**

The County's five-year strategic plan includes the Organizational Performance Initiative to promote continuous improvement of organization effectiveness and fiscal stability. This action meets the Organizational Performance measure of continually evaluating organizational structure to improve service delivery.

**ADMINISTRATIVE SIGN-OFF:**

/s/ Jennifer M. Flores

Jennifer M. Flores

County Counsel

Cc: County Administrative Office  
Tulare County Employees' Retirement Association

Attachments: