

SBCERS

Santa Barbara County Employees' Retirement System

DATE: September 25, 2024

TO: SBCERS Board of Retirement

FROM: Rebekah Bardakos, Director of Member Services

RE: Retiree Extra Help Appointment

Recommendation:

That the Board of Retirement

- 1) In accordance with California Government Code Section 7522.56(f), certify that the appointment of retiring SBCERS employee Cindy Menegon, Department Business Specialist II, is necessary to fill a critical need in the Member Services Division, before 180 days have passed from the date of her pending retirement; and
- 2) Approve and authorize the appointment of Cindy Menegon, as an Extra Help employee to provide training of new staff, service purchase calculations, final average salary computations, and reciprocity eligibility processing, and recruitment and training of her successor, on a part time basis not to exceed 960 hours in a fiscal year pursuant to Section 7522.56(d), with an appointment effective date of October 14, 2024.

Summary:

Cindy Menegon, Department Business Specialist II for SBCERS, is planning to retire effective October 12, 2024. Ms. Menegon has been a valued member of the SBCERS team since 2005. She is a key member of the Member Services Division specializing in processing service purchase calculations, final average salary computations, and reciprocity eligibility processing, in addition to other duties. Ms. Menegon has also been instrumental in the ongoing training of the other specialist promoted in this past year. Ms. Menegon's contributions have been especially critical over the last two years as the team experienced a spike in retirements within the COLA season. Ms. Menegon has agreed to return to work for SBCERS as an Extra Help part time employee following her retirement.

An SBCERS retiree may return to extra help employment within 180 days of retirement under limited circumstances. To comply with the provisions of Government Code Section 7522.56, the Board of Retirement as the appointing authority must certify that the nature of the employment and that the appointment is necessary to fill a critically needed position before 180 days have passed since the retirement date. Such appointment must be approved in a public meeting. In approving the recommended action, the Board of Retirement would be making a determination that Ms. Menegon's appointment would fill a critically needed position for SBCERS. This appointment will allow SBCERS to:

1. Complete training of newly hired Member Services staff;
2. Timely process the service purchase calculations, final average salary computations, and reciprocity eligibility processing;
3. Recruit and train her successor to ensure a smooth transition of the daily operations of the Member Services team.

With over nineteen years of experience with Member Services, and her extensive institutional knowledge of service credit purchases, insurance and Medicare eligibility, and retirement standards, policies, and procedures, Ms. Menegon is exclusively qualified to fill this critical role. The recruitment process for a Business Specialist II to succeed Ms. Menegon has been initiated with County Human Resources.

Fiscal Impacts:

The cost of this half time extra help temporary position will be funded within SBCERS' operating budget. This cost will be offset by the salary savings of the full-time regular position that will be vacated by Ms. Menegon while it remains unfilled along with other salary savings from currently vacant positions.