



**BOARD OF SUPERVISORS  
AGENDA LETTER**

**Agenda Number:**

**Clerk of the Board of Supervisors**  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

**Department Name:** Human Resources  
**Department No.:** 064  
**For Agenda Of:** 4/4/2023  
**Placement:** Departmental  
**Estimated Time:** 5 minutes  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

**TO:** Board of Supervisors

DocuSigned by:  
*Maria Elena De Guevara*  
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**FROM:** Department Maria Elena De Guevara, Human Resources Director  
Director(s) 805-568-2816  
Contact Info: Erin Jeffery, Employment & Workforce Planning Division Chief  
805-568-2808

**SUBJECT:** **Approve Extra Help Service and Retirement Waiver for the Human Resources Department**

**County Counsel Concurrence**

As to form: Yes

Other Concurrence:

As to form: Select\_Concurrence

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- A) In accordance with California Government Code Section 7522.56(f)(1), certify that the appointment of retired County employee Joseph Pisano is necessary to fill a critical need in the Human Resources Department before 180 days have passed from his date of retirement;
- B) Approve and authorize Human Resources to appoint retired employee, Joseph Pisano, as an Extra Help employee to provide assistance with specialized human resources and employee relations services on a part time basis, not to exceed 960 hours of annual service, with an effective start date of April 3, 2023; and
- C) Determine that the above actions are organizational and administrative activities of government that are not a project under the California Environmental Quality Act (CEQA) pursuant to Section 15378(b)(5) of the CEQA Guidelines.

**Summary Text:**

This item is to request that your Board certify there is a critical need to allow the Human Resources Department (CoHR) to hire retired Employee Relations Division Chief (Enterprise Leader) Joseph Pisano as an Extra Help employee before 180 days have passed from the date of his retirement. Mr. Pisano would

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be hired to assist CoHR with Workday implementation; specifically, Mr. Pisano would be assigned to ensure the various provisions and nuances of the 10 labor group agreements are accommodated in Workday, or that the County reaches agreements with labor groups if any changes are needed as a result of Workday implementation.

**Background:**

CoHR is currently in negotiations with one of the County's ten labor groups. Mr. Pisano is lead negotiator for the County and his work in this area will have significant outcomes for the County. Additionally, it is anticipated that successful implementation of the Workday Human Capital Management-Phase II will require changes to procedures, practices, and the Civil Service Rules. Changes to these documents and practices may require negotiating and reaching agreements with the labor groups; if so, Mr. Pisano will lead in those negotiations.

Mr. Pisano has many years of experience in CoHR, most recently in employee relations. His extra help appointment will allow CoHR to focus on regular, ongoing work including Workday implementation. Mr. Pisano's three month focus will be to conclude the in-progress negotiations as well as reach agreements regarding policy changes to support the successful launch of Workday.

**Fiscal and Facilities Impacts:**

Budgeted: Yes

Narrative: It is anticipated that Mr. Pisano will be providing CoHR with assistance regarding negotiations and Workday implementation through June 30, 2023. In accordance with California Government Code Section 7522.56(d), Mr. Pisano will perform this work at a salary rate that does not exceed the maximum authorized in the County's salary table for an Enterprise Leader. This extra help position will be covered by existing budgeted funds.

**Special Instructions:**

N/A

**Attachments:**

N/A

**Authored by:**

E. Jeffery, Employment & Workforce Planning Division Chief