

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM**  
3.52  
(ID # 3593)

**MEETING DATE:**

Tuesday, March 7, 2017

**FROM :** HUMAN RESOURCES AND RIVERSIDE UNIVERSITY HEALTH SYSTEM (RUHS) :

**SUBJECT:** HUMAN RESOURCES AND RUHS: Adoption of Resolution No. 2017-045 for Exception to the 180-Day Wait Period for Eugenia Fortaleza (Government Code Sections 7522.56 and 21224), All District. [\$84,000] [Source of Funds – RUHS-Medical Center Enterprise Fund]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Adopt Resolution 2017-045 for Exception to the 180-Day Wait Period for Eugenia Fortaleza in compliance with Government Code Sections 7522.56 and 21224 (Exhibit A);
2. Authorize the Chairperson to sign four (4) copies of the resolution;
3. Direct the Clerk of the Board to retain one (1) copy of the signed resolution and return three (3) copies to Human Resources for distribution.

**ACTION:** Policy

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Jeffries, seconded by Supervisor Ashley and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Tavaglione, Washington and Ashley  
Nays: None  
Absent: None  
Date: March 7, 2017  
xc: HR, RUHS

Kecia Harper-Ihem  
Clerk of the Board

By:   
Deputy

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<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost:</b>
<b>COST</b>	\$ 36,000	\$ 48,000	\$ 84,000	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS: RUHS-Medical Center Enterprise Fund</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 16/17 &amp; 17/18</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

In compliance with Government Code Section 7522.56, the County of Riverside is required to provide CalPERS with a certification and resolution when hiring a retiree before 180 days has elapsed since the retiree's retirement date. Government Code Section 7522.56 requires that a retiree's post-retirement employment cannot commence earlier than 180 days after the retirement date without the certification resolution.

RUHS requests to appoint retiree, Eugenia Fortaleza, to work as a retired annuitant to perform the duties of a Registered Nurse III – Per Diem (Job Code - 73958) for the County of Riverside – RUHS Medical Center under Government Code Section 21224. The employment period shall be limited to 960 hours per fiscal year and the compensation paid cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties. Additionally, the retiree will not receive any other benefits, incentives, compensation in lieu of benefits, or any other form of compensation in addition to the hourly pay rate.

This appointment is necessary to meet the increasing demands for experienced nurses in medical-surgical units in the County's Riverside University Health System – Medical Center. The department continues to recruit registered nurses with this progressive specialty, for which there is a grave shortage nationwide. Ms. Fortaleza will primarily work within the medical-surgical areas, providing direct care and administering chemotherapy treatment, which requires an additional certification held by very few licensed clinicians. Medical-surgical nursing is considered the backbone of acute care nursing and as such, comes with a high demand for staffing needs. Currently, RUHS-Medical Center has an outstanding request for fifteen (15) Registered Nurses through the Medical Assignment Program (MAP). With a national shortage of nurses, it is imperative to assist with staffing difficulties in the simplest ways possible. Ms. Fortaleza was hired as a full-time employee with the County of Riverside in 2006, during which time she has become familiar with patient needs and the organization.

Providing patient care and administering chemotherapy treatment is a critical function and Ms. Fortaleza has demonstrated a commitment to patients in need over the years. Ms. Fortaleza's

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experience and understanding of the County's health system will benefit the public overall and allow improved patient care provided by RUHS-Medical Center.

**Impact on Residents and Businesses**

There is no direct impact on residents or businesses in the County of Riverside.

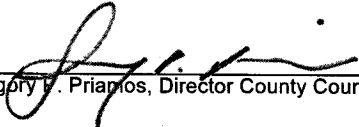
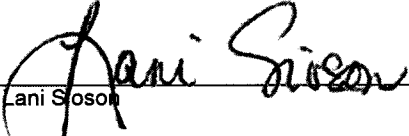
**SUPPLEMENTAL:**

**Additional Fiscal Information**

This position will be funded through the RUHS-Medical Center Enterprise Fund 40050. There are sufficient appropriations in the FY 16/17 budget and no new County funds are required.

**ATTACHMENT:**

- A. Resolution 2017-045 for Exception to the 180-day Wait Period for Eugenia Fortaleza (Government Code Sections 7522.56 and 21224)

	
Gregory V. Priamos, Director County Counsel	Lani Soson
2/23/2017	2/27/2017


Gregory V. Priamos, Director County Counsel
2/23/2017

**RESOLUTION NO. 2017-045**

**A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE  
COUNTY OF RIVERSIDE FOR EXCEPTION TO THE 180-DAY WAIT PERIOD FOR  
EUGENIA FORTALEZA**

(Government Code Sections 7522.56 & 21224)

**WHEREAS**, in compliance with Government Code section 7522.56 the County of Riverside must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or her retirement date; and

**WHEREAS**, Eugenia Fortaleza CalPERS ID [REDACTED] retired from the Riverside University Health System – Medical Center in the position of Registered Nurse III-SPC-T2, effective December 31, 2016; and

**WHEREAS**, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is June 29, 2017, without this certification resolution; and

**WHEREAS**, section 7522.56 provides that this exception to the 180 day wait period shall not apply if the retiree accepts any retirement-related incentive; and

**WHEREAS**, the Board of Supervisors, the County of Riverside, and Eugenia Fortaleza certify that Eugenia Fortaleza has not and will not receive a Golden Handshake or any other retirement-related incentive; and

**WHEREAS**, the Board of Supervisors hereby appoints Eugenia Fortaleza as an extra help retired annuitant to perform the duties of the Registered Nurse III – Per Diem for the County of Riverside under Government Code section 21224, effective March 14, 2017; and

**WHEREAS**, the entire employment agreement, contract or appointment document between Eugenia Fortaleza and the County of Riverside has been reviewed by this body and is attached herein; and

**WHEREAS**, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

**WHEREAS**, the employment shall be limited to 960 hours per fiscal year; and

**WHEREAS**, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

**WHEREAS**, the maximum base salary for this position is \$9,073.22 monthly and the hourly equivalent is \$52.35, and the minimum base salary for this position is \$5,935.90 monthly and the hourly equivalent is \$34.25; and

**WHEREAS**, the hourly rate paid to Eugenia Fortaleza will be \$50.00; and

**WHEREAS**, Eugenia Fortaleza has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate; and

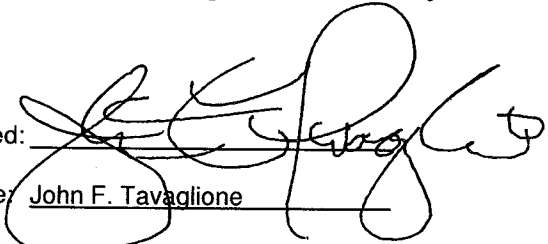
**THEREFORE, BE IT RESOLVED THAT** the Board of Supervisors hereby certifies the nature of the appointment of Eugenia Fortaleza as described herein and detailed in the attached employment agreement/contract/appointment document and that this appointment is necessary to fill the critically needed position of Registered Nurse III – Per Diem for the County of Riverside by March 14, 2017, due to the national shortage of Registered Nurses with progressive care specialty. An aging population, rising incidence of chronic disease, an aging nursing workforce and the limited capacity of nursing schools add to the increasing demands for emergency services by indigent and underserved populations of Riverside County. Eugenia Fortaleza will have a pivotal responsibility in meeting the needs of the afflicted and underserved.

**NOW, THEREFORE, BE IT RESOLVED, DETERMINED AND ORDERED**, by the Board of Supervisors of the County of Riverside assembled in regular session on March 07, 2017, as follows:

1. The Board hereby finds and declares that the above recitals are true and correct.
2. The Board hereby designates John F. Tavaglione, Chairman of the Board of Supervisors to sign for and execute documents pertaining to Resolution No. 2017-045.

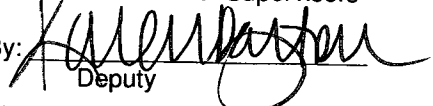
**THIS RESOLUTION WAS PASSED** by the Board of Supervisors of the County of Riverside at a regular meeting thereof on March 07, 2017, by the following vote:

AYES: Jeffries, Tavaglione, Washington and Ashley  
 NAYS: None  
 ABSENT: None

Signed:   
 Name: John F. Tavaglione  
 Title: Chairman, Board of Supervisors  
 Date: 3/7/17

ATTEST:

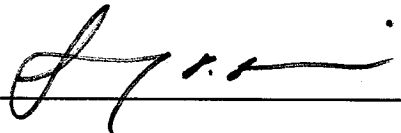
Kecia Harper-Ihem  
Clerk of the Board of Supervisors

By:   
Deputy

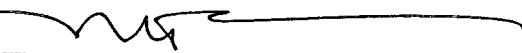
**Board of Supervisors**

**County of Riverside**

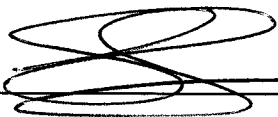
Approved as to Form:

Signed:   
 Name: Gregory P. Priamos  
 Title: County Counsel  
 Date: 3/9/17

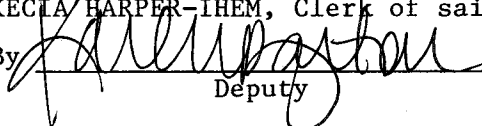
Approved by Human Resources Department:

Signed:   
 Name: Michael T. Stock  
 Title: Asst. County Executive Officer/Human Resources Director  
 Date: 3-15-2017

Approved by Riverside University Health System:

Signed:   
 Name: Zareh Sarrafian  
 Title: Asst. CEO, Health System  
 Date: 3/15/17

The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the date therein set forth.

KECIA HARPER-IHEM, Clerk of said Board  
 By   
 Deputy

REC'D BY HR MARISSA P. WOODS