

Returning Retiree Certification

(Pursuant to SBCERA Board Benefits Policy No. 032)

P: 909.885.7980 | E: returningretirees@sbcera.org | sbcera.org

Submit this Form: Mail 348 W. Hospitality Lane Suite 100,

Fax

San Bernardino, CA 92408 909.884.1904 Online SBCERA.org/mySBCERA

All SBCERA retirees returning to work in any capacity must be authorized by SBCERA using this form.

Government Code section 7522.56 provides specific employment restrictions for retirees who return to work with an employer in the same public retirement system from which they receive a benefit. These restrictions are intended to prevent the "double-dipping" of a retiree receiving a monthly SBCERA retirement benefit while also receiving compensation for employment with an SBCERA-covered employer.

Employer: Use this form to report the details of any return-to-work arrangement with an SBCERA retiree prior to the retired member commencing re-employment. Once you have completed the sections that apply, provide the form to the retiree for review and signature.

Retiree: You are required to review and sign this form prior to your commencement of re-employment with an SBCERA-covered employer.

Section 1

Retiree Information

For security and identification purposes, we require an SBCERA ID.

Retiree's pension benefit may be subject to suspension if Retiree's Effective Date of Re-Employment commences prior to SBCERA's approval of this Certification form.

If your anticipated end date of re-employment will be beyond 18 consecutive months, this approval will be at the discretion of the Board of Retirement, if you meet the requirements stated in the policy.

SBCERA ID				
Last Name Sinclair	First Name Allan	Middle Initial		
Date of Retirement 03/12/2022	Re-Employment Job Title Deputy Sheriff / Safety Extra Help			
Effective Date of Re-Employment 01/13/2024	Anticipated End Date of Re-Employment 07/13/2025			
Has retiree previously returned to work under a separate SBCERA certification? YeS	If yes, please indicate the date of certif 7/16/2022 - 1/12/2024	ication below.		
Is this an initial request or a request to extend employment beyond 18 consecutive months?				

Request to Extend

Section 2 **Employer Information**

Employer Name San Bernardino County Sherif	f		
Name of Your Department (If Applicable) Court Services - Desert/Mountain Division			
Phone Number 909-387-5506		_	
Employer Representative Dave Phelps	Representative's Title Captain		

Choose the nature of the employment relationship (select only one):

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Last Name Sinclair

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Section 3 Return to Work – Type of Employment

Direct Hire (If selected, proceed to Section 4)

Returning retiree is subject to the limitation of Government Code Sec. 7522.56.

Note: A direct hire is someone who is employed directly by or employed through a contract with your

organization.

Independent or Sub- Contractor (If you checked this box because the retiree is being hired as an independent contractor or sub-contractor, proceed directly to Section 9, then sign and return this form to SBCERA immediately. Do not complete the rest of this form at this time. SBCERA will provide you and the employee with an "Employment Relationship Questionnaire." Additionally, you must attach any analysis and/or determination your organization has performed to indicate why you consider this role an independent contractor or sub-contractor. If you have already completed the questionnaire and received your determination, complete the rest of this form as instructed in your determination.)

Board Member or Commissioner (If selected, proceed to Section 7.)

Volunteer (If selected, proceed to Section 8.)

Section 4 Certification of Need for Re-Employment

Please certify that one or both of the following are true. State law requires at least one of these conditions for a retiree to return to work. Check all that apply.

- The re-employment of the retiree is necessary during an emergency to prevent stoppage of public business.
- The retiree has skills needed to perform work for a limited duration.

Please indicate anticipated end date of employment: 07/12/2025 07/13/2025

If you selected Yes, you must Is the anticipated end date more than 18 consecutive months from the initial start date of the also complete Section 6. retiree's re-employment?

Yes

Section 5 Employment Details

Description of Role (select all that apply):

- Retiree training replacement.
- Retiree working in a temporary assignment or working on a special project.
- Temporary position due to peak or seasonal workload fluctuation for period

to

Retiree filling a short-term vacancy need.

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Section 5 Employment Details (Continued)

You may attach a supplemental document that answers this question.

requires that an employer shall be actively recruiting for

a permanent replacement for the regular position being

occupied by a retiree, unless the position is temporary or

seasonal.

Please provide a summary description of the duties the retiree is performing within this role: Sinclair will perform all the duties of a Deputy assigned to Court Services.

Primarily the safety and security of judicial officers and court employees, members of the public conducting court business, and inmates attending hearings related to their cases.

SBCERA's Retirees Are you actively recruiting for this role? Returning to Work policy

🗌 No

Did this person retire with a Service-Connected Disability Retirement Benefit?

Yes (If selected, you will be required to complete additional information.)

No No

The retiree shall not be eligible to serve or be employed by a public employer if, during the 12-month period prior to returning to employment, the retired person received any unemployment insurance. See Gov. Code Sec. 7522.56(e)(1).

Rate of pay for employment shall not be less than the minimum, nor exceed the maximum, paid by the employer to other employees performing comparable duties. See Gov. Code Sec. 7522.56(d). During the 12 months prior to re-employment, did the retiree receive unemployment insurance compensation from prior employment with an SBCERA participating employer?

Yes

No

What is the salary range paid to similarly situated employees according to the employer's publicly posted salary schedule?

Job Title_Deputy Sheriff	
Salary Minimum \$_41.89	(per hour)
Salary Maximum \$ 57.75	(per hour)

What will be the returning retiree's hourly pay rate?

01.15		
s_01.10	(per h	iour)

Will the re-employment start within 180 days following the retiree's date of retirement?

Yes

No (If selected, please proceed to the Instructions listed at the end of this section.)

If the answer is Yes, please check the box that applies to the retiree's re-employment.

- ☐ The retiree is a public safety officer or firefighter, and the re-employment is for the performance of functions regularly performed by a public safety officer or firefighter.
- ☐ The re-employment is necessary to fill a critically needed position, and the re-employment has been approved by the governing body of the agency in a public meeting on the non-consent calendar (Employers must submit the minutes from the meeting where the employment was approved by its governing board.)

SR cera Last Name Sinclair **Returning Retiree Certification** Page 4 of 10 Section 5 **Employment Details (Continued)** Is the retiree a general member under the normal retirement age of 55 or a safety member under A member who retires at an age younger than the the normal retirement age of 50? normal retirement age Yes (If selected, please answer questions A and B below) must have at least a continuous 60-day break in No (If selected, you may skip questions A and B below) service from the date of the member's last day of A. Was there a verbal or written agreement between employer and the retiree regarding this employment prior to being position prior to his/her retirement? re-employed while retired by any SBCERA-covered Yes (If selected, stop completing this form and contact SBCERA immediately.) employer. No No B. Has it been 60 days since the retiree's date of separation of employment? Yes No (If selected, stop completing this form and contact SBCERA immediately.)

Instructions: If you selected Yes in the last question of Section 4, you must proceed to Section 6. If you selected No, then skip to Section 9.

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section.

section.

You may attach a

Last Name Sinclair

Section 6 Beyond 18 Consecutive Months Supplemental Questions

Only members who selected SBCERA Board of Retirement policy requires the following conditions to be met before the retiree Yes to the last question in can be re-employed beyond 18 consecutive months: Section 4 should complete this

- Re-employment is necessary to enable the employer to continue effective operations in light of genuinely extreme necessity that is unavoidable or could not have been anticipated.
- Re-employment is limited to the completion of a discrete quantity of genuinely limited work that one would expect to be completed at a foreseeable time, such as the completion of a special project.

When you're done with this section, please proceed to Section 9.

supplemental document that

answers the questions in this

Your answers to the following questions will help SBCERA staff determine if the requested reemployment meets the conditions above. Staff will then take their recommendation to the Board for approval. Any re-employment beyond 18 consecutive months must be approved by the Board of Retirement. **Please complete the following supplemental questions:**

- How many hours a week does/will the SBCERA retiree work? Approximately 24 hours per week.
- What special skills does the SBCERA retiree have to perform the duties of the position? Sinclair is a POST certified Deputy Sheriff
- Why is the re-employment of the SBCERA retiree necessary? Court Services Victorville has several deputy position vacancies.
- 4. If the re-employment is unavoidable or could not have been anticipated, please explain why. Ongoing staff shortages are not anticipated to improve.
- If the agency cannot continue to re-employ the SBCERA retiree, what will it do? Without re-employment we must try to fill these vacancies with overtime.
- What will the detriment be to the public, job tasks, programs, or projects the SBCERA retiree is working on if employment is not extended?
 Without re-employment citizens and court employees security will be reduced.
- 7. Is anyone else able to do the SBCERA retiree's current job?

Only another POST certified Deputy Sheriff can fill these positions.

8. What measures is the agency taking to ensure it will have qualified employees on staff when the retiree's extension ends?

The department is continuously recruiting and hiring new Deputy Sheriff's.

9. If this retiree does not perform the work, will there be a stoppage of public business?

No.

10. Who would perform this work if the retiree was not available?

Another Deputy Sheriff sourced from overtime, usually from other stations.

 Is there anyone else currently working for the agency that can perform these functions? Only another POST certified Deputy Sheriff.

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Returning Retiree	Last Name Sinclair	Page 6 of 10
Section 7	Board or Commission	
Only complete this section if the retiree is a member of a	Board/Commission Name:	
Board or Commission. Once	Term of Appointment/Election:	
complete, please proceed to Section 9.	Start Date Anticipated End Date	-
Provide information about	Per Diem Paid to All Board/Commission Members \$ (per meeting)	
the retiree's service on the Board/Commission.	Meeting Frequency:	
SBCERA retirees are allowed	Does retiree receive any additional benefits such as health or dental insurance?	
to serve on the Boards and Commissions of	Yes	
Participating Employers and receive the same per diem	□ No	
payment as other members of the Board or Commission, without being subject to	If the answer above is Yes, provide details about additional benefits:	
returning retiree restrictions.		

Section 7.1	Employer Acknowledgment for Board/Commission					
This form will be <i>rejected</i> if this section is not complete.	By executing this Certification, employer certifies that all statements herein are true to the best of their knowledge.					
Retiree must complete Section 7.2 and return form to employer.	Executed on, at Date City, State					
	X X Employer Representative's Printed Name Employer Representative's Signature					
Section 7.2	Retiree Certification					
This form will be <i>rejected</i> if this section is not complete.	I certify that all statements herein are true to the best of my knowledge.					
	I declare under penalty of perjury all the foregoing statements to be true and correct. Executed on, at Date City, State					
	X X Retiree Printed Name Retiree Signature					

You've completed the required sections that apply to Boards/Commissions. Employer should return the form to SBCERA using the instructions at the end of the form.

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Last Name Sincl ar _____ Page **7** of **10** Section 8 Volunteer Only complete this section if Position: the retiree is a volunteer. Estimated Work Hours Per Week: _____ Once complete, please proceed to Section 8.1. Describe volunteer duties: SBCERA retirees are allowed to volunteer with any SBCERA-covered employer without being subject to Does retiree receive any additional benefits such as health or dental insurance? Return to Work requirements so long as they are not ☐ Yes compensated for their service. No No If the answer above is Yes, provide details about additional benefits:

Section 8.1	Employer Acknowledgment for Volunteers			
This form will be <i>rejected</i> if this section is not complete.	By executing this Certification, employer certifies that all statements herein are true to the best of their knowledge.			
	Executed on, at Date City, State			
	X X Employer Representative's Printed Name Employer Representative's Signature			

You've completed the required sections that apply to volunteers. Return the form to SBCERA using the instructions at the end of the form.

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Section 9

Employer Acknowledgements

Employer must acknowledge As a participating employer, you have read and understand the following:

- Returning retiree will not work more than 960 hours during any fiscal year (July 1 through the following June 30).
- Retiree's pay will not be less than the minimum nor more than the maximum paid to other employees performing comparable job duties.
- While SBCERA and the employer will cooperate to facilitate compliance with the terms of California Gov. Code sections 7522.56 and 31680.6, and SBCERA Board Benefits Policy No. 032, compliance is ultimately <u>the retiree's responsibility</u>.
- A member who retires at an age younger than the normal retirement age must have at least a continuous 60-day break in service from the date of the member's last day of employment prior to being reemployed while retired by any SBCERA-covered employer.
- Failure to comply with any of the returning retiree requirements may result in reinstatement from retirement. Reinstatement has serious consequences for the retiree and the employer. These consequences are effective on the date the re-employment ceased to comply with the returning retiree restrictions and include the following:
 - Suspension of member's retirement pension benefit payments. Additionally, the member may need to repay the benefits received during the time the employment was not in compliance.
 - SBCERA will collect retirement contributions from the retiree and the employer on any pay received by the retiree during any period of unlawful re-employment.
 - Retiree will earn a new retirement benefit during the period of re-employment that was not in compliance with the law.
 - o Employer and/or retiree will be subject to any other consequence provided by law.

In addition to the terms and conditions herein, the employer agrees to comply with:

- (1) California Government Code section 7522.56
- (2) California Government Code section 31680.6
- (3) SBCERA Board Benefits Policy No. 032

Annual Reporting: Employers shall report the following to SBCERA not later than 10 business days after the end of each fiscal year: a list of all SBCERA retirees working in any capacity, including: direct employment or as independent contractors contracted directly with the employer, along with the total number of hours worked for each retiree during the fiscal year.

Notice of Violation: An employer shall notify SBCERA within two business days of the discovery that a retiree has exceeded 960 hours worked in a fiscal year or the limited duration period.

Recruitment Prior to and During the Return to Work of a Retiree: An employer shall be actively recruiting for a permanent replacement for the regular position being occupied by a retiree, unless the position is temporary or seasonal.

Substantial Compliance: If genuine documentation regarding the re-employment of a retiree is submitted as required by this Policy and accepted by SBCERA as adequate at the time of the re-employment, this shall be considered conclusive evidence that the re-employment was commenced in compliance with applicable law. The CEO or designee shall notify the employer in writing of the acceptance of the documentation required by this policy.

Employer must acknowledge by signing below that they have read and understand these statements.

Do not complete if retiree is a member of a Board or Commission.

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Retiree must acknowledge

by signing below that they

have read and understand

these statements.

Last Name Sinclair

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Section 9 Employer Acknowledgements (Continued) This form will be rejected I have read the foregoing Employer Acknowledgments and understand the limits placed on if this section is not SBCERA retirees returning to work for SBCERA-covered employers. Furthermore, I certify that all complete. statements herein are true to the best of my knowledge. **Retiree must complete** Section 10 and return to employer. I declare under penalty of perjury all the foregoing statements to be true and correct. San Bernardino, California 1/12/2024 Executed on City, State Date X Dave Phelps Employer Representative's Printed Name Employer Representative's Signature

Section 10 Retiree Acknowledgements

As a returning retiree, you have read and understand the following:

- You shall not work more than 960 hours during any fiscal year (July 1 through the following June 30).
- Your pay will not be less than the minimum nor more than the maximum paid to other employees performing comparable job duties.
- While SBCERA and the employer will cooperate to facilitate compliance with the terms of California Gov. Code sections 7522.56 and 31680.6, and SBCERA Board Benefits Policy No. 032, compliance is ultimately <u>your responsibility.</u>
- If you retire at an age younger than the normal retirement age, you must have at least a continuous 60-day break in service from the date of your last day of employment prior to being reemployed while retired by any SBCERA-covered employer.
- Failure to comply with any of the returning retiree requirements may result in reinstatement from retirement. Reinstatement has serious consequences for the retiree and the employer. These consequences are effective on the date the re-employment ceased to comply with the returning retiree restrictions and include the following:
 - Suspension of your retirement pension benefit payments. Additionally, you may need to repay the benefits received during the time the employment was not in compliance.
 - SBCERA will collect retirement contributions from you and your employer on any pay received by you during any period of unlawful re-employment.
 - You will earn a new retirement benefit during the period of re-employment that was not in compliance with the law.
 - o Employer and/or you will be subject to any other consequence provided by law.

in addition to the terms and conditions herein, the retiree agrees to comply with:

- California Government Code section 7522.56
- (2) California Government Code section 31680.6
- (3) SBCERA Board Benefits Policy No. 032

Substantial Compliance: If genuine documentation regarding the re-employment of a retiree is submitted as required by this Policy and accepted by SBCERA as adequate at the time of the re-employment, this shall be considered conclusive evidence that the re-employment was commenced in compliance with applicable law. The CEO or designee shall notify the employer in writing of the acceptance of the documentation required by this policy.

SB cera						
Returning Retiree	e Certification	Last Name Sinclair Page 10 of 10				
Section 10	Retiree Acknowledgeme	nts (Continued)				
This form will be <i>rejected</i> if this section is not complete.	I have read the foregoing Retiree Acknowledgments and understand the limits placed on me, as an SBCERA retiree returning to work for SBCERA-covered employers. Furthermore, I certif that all statements herein are true to the best of my knowledge.					
		y all the foregoing statements to be true and correct.				
	Executed on 1/12/2024	at Victorville, Ca.				
	Date	City, State				
	X Allan Sinclair Retiree Printed Name	Retiree Signature				

RETURN COMPLETED FORM TO:

San Bernardino County departments should submit this form to San Bernardino County Human Resources for processing.	San Bernardino County Human Resources Dept. ATTN: Employee Benefits and Services 157 West Fifth Street, First Floor San Bernardino, CA 92415	OFFICE: (909) 885-7980 FAX: (909) 885-7446
All other employers should submit this form to SBCERA.	San Bernardino County Employees' Retirement Association Member Services Dept. 348 W. Hospitality Lane, Suite 100 San Bernardino, CA 92408	OFFICE: (909) 885-7980 or (877) 722-7321 FAX: (909) 885-7446

FOR SBCERA USE ONLY

Expected End Date Approved by SBCERA

7/13/2025



Approval of this form by SBCERA entitles employer and employee to the conclusive presumption that the re-employment has commenced lawfully, so long as all statements made herein are true. A copy will be returned to the employer and employee.



348 W. Hospitality Lane, Suite 100 San Bernardino, CA 92408 P: 909.885.7980 E: memberservices@sbcera.org

CERTIFICATION

RE-EMPLOYMENT OF SBCERA RETIREE (Limited Duration)

(Pursuant to SBCERA Board Benefits Policy No. 032)

DATE: June 4, 2022

EMPLOYER INFORMATION:

Name of EMPLOYER:		San Be	rnardino County S	Sheriff's Dept.	909-387	-5506	
			Name		(Area Co	de & Pho	one No.)
Address of EMPLOYER:		655 E.	Third Street	San Bernanrdin	o, CA	924	15
		Street		City			Zip Code
Employer Representative:		Noel	Wilterding	C	aptain		
		Name			Title		
EMPLOYEE INFORMA	TION:						
Name of EMPLOYEE:	Al	lan	Paul	S	Sinclair		
Name of EMPLOYEE.		First	Mia	ldle		Last	
Date of Retirement:	03 1	2 _ 22	Re-Employ	ment Job Title:_	Deputy	Sheriff	
Effective Date of Re-E	mploym	ent:	07 16 22	Anticipated I	End Date:	/_	12 _ 24

Please note, if Retiree's Effective Date of Re-Employment commences <u>prior to</u> SBCERA's approval of this Certification form, Retiree's pension benefit may be subject to suspension.

1. Employer: Please certify that one or both of the following are true (check all that apply):



The re-employment of the employee is necessary during an emergency to prevent stoppage of public business



The employee has skills needed to perform work of limited duration.

2. **Employer:** Please indicate the limit or limits on the duration of the employee's re-employment by selecting the box that applies to the employee. An **anticipated end date** for the re-employment must also be provided.



Retiree has special skills/knowledge needed by employer AND employer is actively hiring/recruiting to fill Retiree's position



Retiree training replacement

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Certification re Re-Employment of SBCERA Retiree (Limited Duration) Page 2			
		Retiree working in a temporary assignment or working on a special project	
		Temporary position due to peak or seasonal workload fluctuation for period:	
		Retiree filling a short-term vacancy need	
		If duration of re-employment will exceed 18 months , please (1) explain the "extreme necessity" that requires the retiree's return, and (2) explain why the need for the retiree's return either is (a) unavoidable or (b) could not have been anticipated. Please attach additional sheets if necessary for explanation and mark it as "Attachment 1"	
		Cas additional auglemetics in Attackment	
		See additional explanation in Attachment	
3.	а.	Employer: Did or will the re-employment commence within 180 days following the date of retirement?	
	b.	If you answered YES, to question 3. a., please check any/all of the following that apply:	
		The employee is a public safety officer or firefighter, and the re-employment is for the performance of functions regularly performed by a public safety officer or firefighter	
		The re-employment is necessary to fill a critically needed position before 180 days have passed, and the re-employment has been approved by the governing body of the agency in a public meeting on the non-consent calendar. (Please provide documentation, e.g. meeting agenda and/or, minutes and/or back-up. Label attachment as "Attachment 2.")	
4.	Employ	/ee: Has the employee received any unemployment insurance compensation, during	

4. Employee: Has the employee received any unemployment insurance compensation, during the 12 months prior to re-employment, arising out of the prior employment with any SBCERA participating employer?



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Certification re Re-Employment of SBCERA Retiree (Limited Duration) Page 3

- 5. **Employer** and the **Employee** acknowledge and certify that:
 - a. During re-employment, the employee may not work more than 960 hours during any fiscal year (July 1 through the following June 30).
 - b. The employee's pay may not be less than the minimum nor more than the maximum paid to other employees performing comparable job duties.
- 6. **Employer** and **Employee** acknowledge that:
 - a. While SBCERA and the Employer will cooperate to facilitate compliance with the terms of Government Code sections 7522.56 and 31680.6, and SBCERA Board Benefits Policy No. 032, compliance is ultimately the employee's responsibility.
 - b. Failure to comply with any of the requirements of Government Code sections 7522.56 and 31680.6, as implemented through SBCERA Board Benefits Policy No. 032, may result in any or all of the following consequences, effective on the date that the re-employment ceased to be in compliance:
 - i. The employee's reinstatement to active SBCERA membership;
 - ii. The suspension of the employee's retirement benefit payments effective on the date that the re-employment ceased to be in compliance, which may include the recovery by SBCERA of any benefits improperly received;
 - iii. The collection from both the employee and the employer of retirement contributions on any pay received by the employee during any period of unlawful re-employment; and
 - iv. The employee earning a new retirement benefit during the period of re-employment, pursuant to Government Code section 31680.7; and
 - v. Any other consequence provided by law.
- 7. **Employer:** The Employer agrees to do at least one of the following (check all that apply):
 - Grant SBCERA staff direct access to the employer's payroll system in a manner that permits SBCERA to determine the number of hours that the employee, and others similarly situated, have worked in a fiscal year; or
 - Provide a report to SBCERA, on a pay-period by pay-period basis, showing the number of hours worked in a given fiscal year by any re-employed retirees who have worked at least 700 hours in a fiscal year.

Certification re Re-Employment of SBCERA Retiree (Limited Duration) Page 4

- 8. **Employer:** The employer agrees to report to SBCERA, by submitting an updated copy of this form:
 - a. When any employee's re-employment extends, or is proposed for extension, beyond the stated end-date;
 - b. When any employee's re-employment was originally limited to the completion of a discrete quantity of work or to termination upon some other stated event, and has extended or is proposed to extend beyond that completion or event, with an explanation of the reasons.
- 9. **Employer** and **Employee** agree that in addition to the terms and conditions set forth herein, the parties have reviewed and further agree to comply with:
 - (1) California Government Code section 7522.56
 - (2) California Government Code section 31680.6
 - (3) SBCERA Board Benefits Policy No. 032

By executing this Certification, Employee and Employer certify that all statements herein are true to the best of their knowledge.

EMPLOYEE:

DATED: 6-4-22

Employee Retiree Print Name: MUM D. SINCLAR

(EMPLOYER - Check if applicable)

We certify that the above named retiree will not be required to perform any of the duties in which the SBCERA Board determined that retiree was permanently incapacitated from performing. We also acknowledge that it is our responsibility to determine that the position the above named retiree will fill meets the work restrictions set forth by the retiree's physician and such determination will be done through an Interactive Process (IAP) conducted with retiree.

EMPLOYER:

DATED: 017/22

BY:

Eff. 01/09/2020 / REV. 03/11/2020 PL133933 - Co. of SB <u>Only</u>

Certification re Re-Employment of SBCERA Retiree (Limited Duration) Page 5

RETURN COMPLETED FORM TO:			
San Bernardino County Human Resources Dept. ATTN: Employee Benefits and Services 157 West Fifth Street, First Floor San Bernardino, CA 92415	OFFICE: (909) 387-5787 FAX: (909) 387-5566		
Expected End Date Approved by SBCERA:	1 / 12 / 2024		
	Accepted and Approved by SBCERA		
DATED:6/27/2022	BY:		
	Print Name: <u>Colin Bishop</u>		
	Its: Chief of Member Services		

Approval of this form by SBCERA entitles Employer and Employee to the conclusive presumption that the re-employment has commenced lawfully, so long as all statements made herein are true. A copy will be returned to the Employer and Employee.

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