



Re-employment certification beyond the initial 18-month period requires approval from the SBCERA Board of Retirement. Use this form to submit a request for an extension.

To ensure timely review and Board consideration, **this form must be submitted approximately 6 to 8 weeks prior to the certification expiration date.**

Section 1 Retiree Information		
SBCERA ID/Employee ID C1558	Full Name Walker, Angela	
Date of Retirement with SBCERA 04/16/2023	Re-Employment Job Title Safety Unit Extra Help	
List all previously approved SBCERA Returning Retiree certification periods:		
	Effective/Start Date	End Date
Original Certification	09/07/2024	03/06/2026
Extension #1 – if applicable		
Extension #2 – if applicable		
Requested Extension Period		03/07/2026 04/07/2027

Section 2 Employer Information	
Employer Name County of San Bernardino	
Department Sheriff/ Coroner	Representative Name & Title Michelle Zamora Personnel Technician
Phone Number 909-387-0606	Email Address <a href="mailto:mzamora@sbcasd.org">mzamora@sbcasd.org</a>

**Section 3 Certification of Need for Re-Employment**

Per SBCERA Board of Retirement Policy No. 032 (Retirees Returning to Work), the following two conditions **must** be met in order for a retiree to be re-employed beyond 18 consecutive months.

Please check both boxes to certify that these conditions apply:

- Extreme Necessity:**  
Re-employment is necessary to ensure continued effective operations due to a genuinely extreme circumstance that is unavoidable or could not have been anticipated.
- Limited Duration:**  
Re-employment is limited to completing a discrete quantity of genuinely limited work that is expected to be finished within a foreseeable timeframe, such as the completion of a special project.



**Section 4 Updated Employment Details**

Please provide current updates to previously submitted information regarding this position.

What is the salary range for employees in similar roles, based on the Employer's publicly posted salary schedule? (If the salary range is listed as a monthly amount, divide it by 173.33 to determine the hourly rate.)

Comparable Job Title: Background Investigator

Salary Minimum: \$ ~~26.71~~ \$27.07 (per hour)

Salary Maximum: \$ ~~50.05~~ \$37.22 (per hour)

Retiree's Hourly Pay Rate: \$ ~~37.04~~ \$37.22 (per hour)

Please provide an updated description of the specific duties the retiree will perform in this role.

Angela Walker is trained in the department's background investigation system, eSOPH, and is specifically certified to conduct Peace Officer Standards and Training (POST) background investigations for Public Safety Dispatcher candidates. She is currently the sole individual responsible for conducting dispatcher background investigations, making her role critical to the hiring and compliance process. In addition to her investigative duties, Angela assists with annual POST audits, which evaluate moral character and verify the absence of disqualifying behavior to ensure dispatcher candidates meet POST suitability standards.

Are you currently recruiting for this role?

Yes – If yes, please describe your recruitment efforts below:

Working with HR employment division, they are currently drafting a bulletin for a recurrent Sheriff's Background Investigator

No

## Section 5 Supplemental Questions

Your responses to the questions below will help SBCERA determine whether the requested re-employment meets the required conditions for an extension.

**Note:** All re-employment beyond 18 consecutive months must be approved by the SBCERA Board of Retirement.

1. How many hours per week does/will the retiree work?

29 HRS.

2. What special skills or qualifications does the retiree possess that are essential for this position?

Angela possesses specialized expertise in POST-certified background investigations, advanced proficiency with the eSOPH system, and in-depth knowledge of POST compliance requirements. She is skilled in conducting independent, detail-oriented investigations, preparing and managing audit documentation, and responding to regulatory follow-ups. Her institutional knowledge, ability to ensure continuous compliance, and capacity to sustain critical hiring functions during staffing shortages are essential to this position.

3. Why is continued re-employment of this retiree necessary?

Angela's continued re-employment is necessary because she is the only person currently trained and certified to complete POST background investigations for dispatcher candidates using the eSOPH system. Without her, the department would not be able to process dispatcher hires or meet POST requirements. She also handles post-audits and follow-up requests, which are required

4. If this re-employment is unavoidable or could not have been anticipated, please explain why.

The unemployment was unavoidable and could not have been anticipated because it was caused by unexpected staffing changes, not anything Angela did. When a background investigator position became vacant, it created a sudden staffing gap and increased workload. The need to maintain POST compliance and continue background investigations made this situation difficult to predict or prevent in advance.

5. If the retiree cannot continue in this role, how will your organization address the staffing need?

If Angela can't stay in this role, the department would have to spread her duties to other staff or delay hiring until a replacement is trained. Since POST background investigations take special skills, this would slow down dispatcher hiring, create backlogs, and put extra strain on the team.

6. What would be the impact on the public, programs, projects, or services if the retiree's employment is not extended?

If Angela isn't rehired, there would be fewer trained dispatchers available, which could slow down emergency response times and make it harder to keep the public safe.



**Section 5 Supplemental Questions (Continued)**

**7. Is anyone else currently able to perform the retiree's duties?**

Yes, other investigators can perform Angela's role, but they are already managing their own professional staff background investigations, so hiring for dispatchers and other professional staff positions would still face significant delays.

**8. What measures is your organization taking to ensure qualified staff will be in place when the retiree's extension ends?**

To prepare for when Angela's extension ends, the organization is working on hiring and training additional staff so that there will be qualified investigators ready to maintain dispatcher hiring and POST compliance on track.

**9. Would the retiree's absence result in a stoppage or disruption of public business? Please explain.**

Yes, without Angela, her absence would create major delays in public operations because dispatcher background checks would back up, slowing hiring, leaving positions vacant, and affecting emergency response and other essential public safety services.

**10. Who would perform the retiree's duties if they were unavailable?**

Other professional staff background investigators would perform Angela's duties if she were unavailable, however, they are already managing their own background investigations. Therefore, hiring for dispatchers and other professional staff positions would still face significant delays.

**11. Is there anyone else within the agency currently capable of performing these functions? Please explain.**

Yes, other professional staff background investigators could perform Angela's duties if she were unavailable, however, they are already managing their own caseloads. As a result, hiring for dispatchers and other professional staff positions would still face major delays, impacting overall operations.



Section 6 Employer Acknowledgements

As a SBCERA participating employer, please read and acknowledge the following statements:

- The returning retiree will not work more than 960 hours during any fiscal year... The returning retiree's pay will not be less than the minimum... While SBCERA and the employer will cooperate to facilitate compliance... A retiree who retires before the normal retirement age must observe a continuous 60-day break in service... Failure to comply with the returning retiree requirements may result in reinstatement from retirement... Suspension of retiree's monthly benefit payments and repayment of any benefits received during the period of violation... Collection of retirement contributions, with interest, from the retiree and employer on any compensation received during unlawful re-employment... The retiree will accrue a new subsequent retirement benefit for the period of re-employment that was not in compliance with applicable law... Employers will be subject to a \$200 fine per retiree, per month if: SBCERA does not receive an approved Returning Retiree Certification Request form within 30 days of the hire date; or The employer fails to report the retiree's pay rate and total hours worked within 30 days of the final pay period in which the retiree performed work... Additional penalties as provided by law.

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

- (1) California Government Code § 7522.56
(2) California Government Code § 31680.6
(3) California Government Code § 31680.7
(4) California Government Code § 31680.9
(5) SBCERA Board Benefits Policy No. 032

Annual Reporting: Employers are required to report to SBCERA, no 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, independent contractors engaged directly by the employer, volunteers, or individuals serving on Boards or Commissions. The report must also include the total number of hours worked by 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.

I have read and understand the Employer Acknowledgments above, including the limitations placed on SBCERA retirees returning to work for SBCERA-covered employers. I further certify that all statements provided in this form are true and complete to the best of my knowledge.
I declare under penalty of perjury the foregoing is true and correct.
Executed on 01/07/2025 at San Bernardino, CA
Date City, State
X Michelle Zamora X [Redacted Signature]
Employer Representative's Printed Name Employer Representative's Signature



Section 7 Retiree Acknowledgements

As a returning retiree, please read and acknowledge the following statements:

- You shall not work more than 960 hours during any fiscal year... Your pay will not be less than the minimum... While SBCERA and your employer will cooperate... If you retire before the normal retirement age... Failure to comply with the returning retiree requirements...

In addition to the terms and conditions herein, you agree to comply with:

- (1) California Government Code § 7522.56
(2) California Government Code § 31680.6
(3) California Government Code § 31680.7
(4) California Government Code § 31680.9
(5) 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.

I have read and understand the Retiree Acknowledgments above... I declare under penalty of perjury the foregoing is true and correct. Executed on 1.7.26 at SAN BERNARDINO, CA. X ANGELA WALKER X [Redacted Signature]



**Section 8 Instructions for Returning This Form**

Return this completed form as follows, based on your employer:

**San Bernardino County Departments:**

Email this form to **San Bernardino County Human Resources** at [ebbsd@hr.sbcounty.gov](mailto:ebbsd@hr.sbcounty.gov).

**All other SBCERA Employers:**

Submit this form directly to **SBCERA** for processing.

Mailing Address:

San Bernardino County Employees' Retirement Association  
ATTN: Member Services  
348 W. Hospitality Lane, Suite 100  
San Bernardino, CA 92408

Phone: (909) 885-7980

Email: [ReturningRetirees@SBCERA.org](mailto:ReturningRetirees@SBCERA.org)

**FOR SBCERA INTERNAL USE ONLY**

This Returning Retiree Certification request has been reviewed and approved by **SBCERA**.

**Certification Period End Date:** \_\_\_\_\_

Reviewed and Authorized By:

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Approval of this form by SBCERA serves as conclusive evidence that the retiree's re-employment has commenced in compliance with applicable law, provided all statements made herein are true and accurate. A copy of the approved form will be returned to both the employer and the retiree for their records.

## Reference Additional Information and Instructions

### Section 1: Retiree Information

Provide the retiree's SBCERA ID or Employee ID, full name, retirement date, re-employment job title, all previously approved certification periods, and the requested extension period.

#### Important:

- The retiree's re-employment **must not continue** until the extension is approved by the SBCERA Board of Retirement; Continuing work without approval may result in suspension of pension benefits.
- Board of Retirement approval is required for any extension beyond the original 18-month certification period.
- The 18-month limit applies to the retiree, not just the employer. If the retiree has previously returned to work for another SBCERA-covered employer, Board approval is still required for any additional employment.

### Section 2: Employer Information

Provide the name of the SBCERA-covered employer and the contact information for the employer representative.

**Note:** If the retiree is being hired through a staffing agency or third-party organization, do not list the agency in this section. Only SBCERA-covered employers may be listed here.

### Section 3: Certification of Need for Re-Employment

For re-employment beyond the original 18-month period, both conditions outlined in SBCERA Board of Retirement Policy No. 032 must be met. Please ensure this section is completed accurately to support compliance with applicable legal and policy requirements.

### Section 4: Updated Employment Details

Returning retirees are subject to the limitations outlined in Government Code §7522.56.

- **Salary Range Requirements:** Per Government Code §7522.56(d), provide the salary range for employees performing comparable duties, based on the employer's publicly posted salary schedule. The job title of the comparable position may differ from the retiree's re-employment title; however, the duties must be substantially similar to those the retiree will perform. *If your salary schedule lists monthly rates, divide the monthly amount by 173.33 to determine the hourly rate.*
- **Summary of Duties:** Provide an updated summary of the duties the retiree will perform during their re-employment period. This summary should reflect the specific tasks and responsibilities assigned to the retiree and should be consistent with the nature of the position described in Section 1.
- **Recruitment Requirements:** Employers must actively recruit for a permanent replacement unless the position is temporary or seasonal.

### Section 5: Supplemental Questions

Please provide detailed responses to the supplemental questions. Your answers will be included in the materials presented to the SBCERA Board of Retirement as part of their evaluation of this extension request.

**Note:** The Board relies on this information to determine whether the request meets the requirements of SBCERA Board Policy No. 032. Incomplete or vague responses may delay the review process or result in denial of the request. Be as specific and thorough as possible when describing the need for continued re-employment.

### Section 5: Employer Acknowledgments

This section must be completed and signed by a representative of an SBCERA-covered employer.

- Review and acknowledge the employer requirements.
- Do **not** complete this section if the retiree is being hired by a third-party organization (not directly by the employer).

### Section 6: Retiree Acknowledgments

This section must be completed and signed by the retiree.

- Review and acknowledge understanding of the requirements for returning to work.
- Sign to confirm **responsibility for compliance**.
- **Note:** Some rules may not apply to Board Members, Commissioners, or Volunteers, but retirees should still review all requirements in case their role changes.