

Exhibit C: Page 1

1. How many hours a week does Ms. Finneran work?
 - (18-20 hrs per week)
2. What special skills does Ms. Finneran have to perform the duties of the position?
 - As a former Administrative Sergeant Finneran has specialized knowledge of safety classifications and Department policies. Additionally, Finneran has investigative experience and authorization to access confidential information all of which allow her to thoroughly conduct and complete Disability Retirement responses for the Department.
 - Finneran also has hands-on experience with completing legally mandated Cal DOJ reporting.
3. How is Ms. Finneran's re-employment necessary to enable to the employer to continue effective operation?
 - Finneran's completion of Disability Retirement responses enables the Department to fill necessary safety positions which are being addressed through the retirement process. Due to workload demands for Civil Liabilities and the increase in the number of Disability Retirements, Finneran's temporary extension is necessary in order to prevent delays in the processing of the Department responses and Disability Retirements.
 - Additionally, Finneran's temporary extension will prevent delays in the mandatory Cal DOJ reporting.
4. Describe the circumstances which makes the extreme necessity, if any unavoidable or could not have been anticipated in order to extend Ms. Finneran's re-employment.
 - To cover the duties currently performed by Finneran, the Department was planning to add another Sergeant position to the Civil Liabilities Division, however due to budgetary issues the position was denied.
 - At this time, the Department is requesting a temporary 12 month extension in order to explore other options for handling the workload demands of Civil Liabilities which may include restructuring the workload, locating and reassigning qualified staff etc. The temporary extension will also allow time for Finneran to train someone else to perform the duties.