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REQUEST TO EXTEND EMPLOYMENT OF RETIREE

RETIREE INFORMATION:	
Name James Miller	Retirement Date 03/31/2018
Full-time Classification Part-time Employee City of Big Bear Lake	Dept. Retired From City of Big Bear Lake
Date of Re-employment as a Retiree 02/02/2019	
Date last worked as a Retiree Certification Expired 08/01/2020	
Retired Classification Field Representative (Supervisor Rowe's Office)	
Date Extension Request was received by SBCERA 07/31/2020	
Requested Dates of Extension for Re-employment 08/06/2020 – 02/01/2022 (18 months) (Request exceeds 18 months including prior employment period)	
Requesting Department San Bernardino County – BOS (District 3) Matthew Knox – Chief of Staff	
COMMENTS/NOTES:	
The department submitted the following explanation for the extension request:	
Please see Certification form dated July 31, 2020 and answers to questions below by the department:	
<ol style="list-style-type: none"> 1. How many hours a week does Mr. Miller work? <i>Mr. Miller is a part-employee, which means he works 20 hours per week or less.</i> 2. What special skills does Mr. Miller have to perform the duties of the position? <i>Mr. Miller is a retired planner from the City of Big Bear Lake. As such, he possesses extensive knowledge about regional transportation planning and the intricacies of local government.</i> 3. How is Mr. Miller's re-employment necessary to enable to the employer to continue effective operation? <i>Mr. Miller is responsible for covering the mountain areas of Supervisor Rowe's district. He is a local resident and is the only person responsible for covering this area. Due to his high-level of community involvement, he provides Third District constituents with a great deal of access if they require assistance from Supervisor Rowe's office.</i> 4. Describe the circumstances which makes the extreme necessity, if any unavoidable or could not have been anticipated in order to extend Mr. Miller's re-employment. <i>Mr. Miller provides assistance on several critical infrastructure projects in the Big Bear Valley. These projects are currently experiencing delays due to the COVID-19 pandemic.</i> 5. If the department cannot continue to re-employ Mr. Miller, what will they do? Who will do the work? What will be the detriment to the programs or projects Mr. Miller's is working on if employment is not extended? <i>The potential exists that the projects would not be completed in Mr. Miller's absence. There isn't staff available in Supervisor Rowe's office to complete this work.</i> 	

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6. Is anyone else able to do Mr. Miller's current job? *There isn't anyone on Supervisor Rowe's current staff who lives in Big Bear Valley and could perform Mr. Miller's current duties.*

FOLLOW-UP SUPPLEMENTAL QUESTIONS/ANSWERS:

1. Although there does not appear to be anyone else on staff that could perform Mr. Miller's work, could the employer hire someone to perform that work? *It's unlikely that our office could recruit someone with Mr. Miller's experience and expertise at his current compensation level. Our office doesn't have enough budget flexibility to provide more compensation for his position.*
2. Prior to this request to extend to the limited duration period, what type of services was Mr. Miller performing—was it the same work described below, or different? *If I understand the question correctly, Mr. Miller was performing the same work described below prior to this request to extend.*
3. *What is the Department's long-term solution? BOS District 3 will begin a recruiting process over the course of the next 18 months to replace Mr. Miller with a permanent employee.*
4. *What (if any) attempts the department has made to actively hire/recruit or train someone to fill the retirees position over the past 2 ½ years? BOS District 3 was unaware of the requirement to hire/recruit a replacement for Mr. Miller. Thus, there have been no attempts to hire/recruit or train a replacement.*
5. *Is the department actively recruiting or training a replacement? There isn't an active recruiting process occurring at the moment.*
6. *How long will it take to recruit or train a replacement? Due to the low salary and benefits BOS District 3 is able to offer for this position, it would be difficult to estimate the amount of time it would take to recruit a replacement. However, I'm confident it can be accomplished within 18 months.*

☐

Approved

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Denied

Date Extension Approved through _____