

dialogue between SBCERA, the employer, and the employee as an employee's cumulative hours exceed various thresholds prior to approaching the 960-hour limit. Throughout the year, SBCERA provides the County with a bi-weekly report listing all returning retirees along with their total hours worked. Currently, there are over 50 returning retirees tracked on the report. In turn, County Human Services typically reaches out to members with a notification letter once the employee approaches or exceeds 700 hours. In this case, the County notified Ms. Tamkin with a letter dated March 21, 2019, that she was approaching the 960-hour limit, and had already worked 661 hours for FY 2018-19. Later, the June 4, 2019 report indicated Ms. Tamkin was close to reaching the 960-hour limit, and by the time the next report was sent on June 27, 2019, Ms. Tamkin had already worked additional hours and exceeded the limit by seven hours.

Because Ms. Tamkin exceeded the 960-hour limit, Administration Policy 015 stipulates that staff shall present the matter to the Board for determination. In this case, the Board has the option to reinstate Ms. Tamkin to active membership status with a suspension of her retirement benefit (in which case both employee and employer contributions must be collected along with interest on any retirement benefit payment). However, staff believes that reinstating Ms. Tamkin to active membership would be an administrative burden to SBCERA (and likely to the County, as well). Additionally, Ms. Tamkin has stated that she and her employer made a recordkeeping mistake which led to her exceeding the 960 hours by less than a full day's work, over the final pay periods of the fiscal year. Therefore, staff recommends treating the seven hours as de minimus and not reinstating Ms. Tamkin to active membership.

BUDGET IMPACT:

None.

STRATEGIC PLANNING GOAL/OBJECTIVE:

Superior Service Experience

STAFF CONTACT:

Colin Bishop

ATTACHMENTS:

Exhibit A: Email from Janice Tamkin

Exhibit B: Letter dated March 21, 2019