



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

VACANT
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

MONICA MONTGOMERY STEPPE
Fourth District

JIM DESMOND
Fifth District

DATE: April 22, 2025

20

TO: Board of Supervisors

SUBJECT

APPROVAL OF THE TEMPORARY EMPLOYMENT OF WILLIAM MORGAN IN THE CRITICALLY NEEDED POSITION OF ASSISTANT DIRECTOR, PUBLIC WORKS, BEFORE 180-DAYS HAVE PASSED SINCE THE DATE OF RETIREMENT (DISTRICTS: ALL)

OVERVIEW

The County of San Diego's Assistant Director, Department of Public Works (DPW), William Morgan, retired on March 7, 2025, and will receive a pension from the San Diego County Employees' Retirement Association (SDCERA). The Assistant Director, DPW is a critically needed position and William Morgan has agreed to return as a retiree-rehire on May 2, 2025, until the Assistant Director position is filled and will provide necessary onboarding transition support to the successful candidate. DPW's Assistant Director is a critical position that reports directly to the Director of DPW. William Morgan has the expertise and ability to fill this executive position in DPW. The recruitment for Assistant Director is in progress and anticipated to be filled by the end of Summer 2025.

According to California Government Code section 7522.56, any retired person receiving a pension from a public retirement system shall not be employed by an employer in the same retirement system for a period of 180 days following the date of retirement. An exception to this rule is when the employer certifies the nature of the employment, and that the appointment is necessary to fill a critically needed position before 180 days have passed since the date of retirement. Such appointment must be approved by the governing body of the employer in a public meeting.

This is a request to approve the employment of William Morgan as a retiree-rehire Assistant Director of DPW to perform work of limited duration and which is critically needed before 180 days have passed since Mr. Morgan's retirement date. Mr. Morgan possess strong institutional knowledge having served as DPW's previous Interim Director, Assistant Director, and Deputy Director and as such, has extensive County experience and depth of knowledge that will enable a smooth transition for the next Assistant Director. His leadership will be invaluable in supporting the department while the Director works to identify a permanent replacement.

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RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. Approve the temporary employment of William Morgan as the Assistant Director, DPW that is critically needed before 180 days have passed since Mr. Morgan's retirement date to effectively discharge the duties of Assistant Director, DPW, be available to serve in a position required by Charter and State statute and ensure a smooth onboarding and transition for the next Assistant Director.

EQUITY IMPACT STATEMENT

The Assistant Director, DPW has a significant responsibility for overseeing and manage various operations to ensure the effective delivery of public services and development of infrastructure. Today's action will ensure continuity of operations in the County, including effective implementation of the Board's diversity, equity, and inclusion policies and programs.

SUSTAINABILITY IMPACT STATEMENT

The proposed action provides stability and continuity in ongoing operations and institutional knowledge and will ensure continuous operations for the Department of Public Works.

FISCAL IMPACT

Funds for this request are included in the Fiscal year 2024-25 Operational Plan in the Department of Public Works. As a retiree-rehire, William Morgan's pay rate cannot be less than the minimum, nor exceed the maximum, paid by the County to other employees performing comparable duties, divided by 173.333 to equal an hourly rate. The maximum base monthly salary for this position is \$23,349.73 and the hourly equivalent is \$134.71, and the minimum base monthly salary for this position is \$14,592.93 and the hourly equivalent is \$84.19. William Morgan's hourly pay rate will be \$93.25 for no more than 960 hours per fiscal year. The funding source is State Highway User Tax Account. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

N/A

BACKGROUND

William Morgan, the Assistant Director, Department of Public Works (DPW), effectively retired with the San Diego County Employees' Retirement Association (SDCERA) on March 7, 2025 ("retirement date"). With the position of Assistant Director, DPW becoming vacant, the County is conducting a recruitment to fill the vacancy, which is anticipated to be filled by mid-summer 2025. In the meantime, County DPW needs an experienced and knowledgeable Assistant Director, which is a critical position relating to County public works and public safety.

According to California Government Code section 7522.56, any retired person receiving a pension from a public retirement system shall not be employed by an employer in the same retirement

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system for a period of 180 days following the date of retirement. An exception to this rule is when the employer certifies the nature of the employment, and that the appointment is necessary to fill a critically needed position before 180 days have passed since the date of retirement. Such appointment must be approved by the governing body of the employer in a public meeting.

It is necessary to rehire William Morgan to serve in this critically needed position of Assistant Director, DPW. The position involves a blend of administrative leadership, strategic planning, and operational oversight and may act, or oversee staff decisions. Additionally, Mr. Morgan will assist with the staff transition for the critical role of County Engineer, as well as a transition and onboarding timeframe for the selected Assistant Director.

The Assistant Director is the operational lead allowing the Director, DPW to focus on the strategic department direction and engagement with stakeholders. Mr. Morgan possesses strong institutional knowledge, serving as previous Interim Director, Assistant Director and Deputy Director in the department, and has the experience to effectively discharge the duties of the Assistant Director, DPW and ensure a smooth transition for the next Assistant Director. The action being requested today is to approve the employment of William Morgan as a retiree-rehire Assistant Director, DPW to perform work of limited duration and which is critically needed before 180 days have passed since Mr. Morgan's retirement date as the vital position has become vacant.

Compensation paid to retirees shall not be less than the minimum, nor exceed the maximum, paid by the employer to other employees performing comparable duties, divided by 173.333 to equal an hourly rate. The pay rate for the Assistant Director, Department of Public Works, is set forth in Appendix 1 of the compensation ordinance with a minimum of \$84.19 per hour and a maximum of \$134.71 per hour. Mr. Morgan will be paid \$93.25 per hour for no more than 960 hours per fiscal year.

According to California Government Code section 7522.56, a retired person shall not be employed by a public employer in the same public retirement system from which the retiree receives the benefit except either during an emergency to prevent stoppage of public business or because the retired person has skills needed to perform work of limited duration. In addition, the retired person shall not be employed by an employer in the same retirement system for a period of 180 days following the date of retirement. An exception to this rule is when the employer certifies the nature of the employment, and that the appointment is necessary to fill a critically needed position before 180 days have passed since the date of retirement. Such appointment must be approved by the governing body of the employer in a public meeting.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

Today's recommended action supports the Empower Strategic Initiative in the County of San Diego's 2025-2030 Strategic Plan by optimizing the County's available resources with services to maintain governance stability and ensure continuity of operations.

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Respectfully submitted,



DAHVIA LYNCH

Deputy Chief Administrative Officer

ATTACHMENT(S)

N/A