

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, APRIL 22, 2025**

MINUTE ORDER NO. 20

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.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

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

ACTION:

ON MOTION of Supervisor Lawson-Remer, seconded by Supervisor Montgomery Steppe, the Board of Supervisors took action as recommended.

AYES: Anderson, Lawson-Remer, Montgomery Steppe

ABSENT: Desmond; (District 1 Seat Vacant)

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter

