Organization, Personnel, and Effectiveness Committee

Approve resolution to hire retired annuitant and waive 180-day waiting period; the General Manager has determined the proposed action is exempt or otherwise not subject to CEQA

Item 8-10

October 13, 2026

Presented by: Nina Hawk

Item 8-10

Approve Resolution to Hire Retired Annuitant and Waive 180-day Waiting Period

Subject

Approve resolution to hire retired annuitant and waive 180-day waiting period; the General Manager has determined the proposed action is exempt or otherwise not subject to CEQA.

Purpose

The annuitant retired on short notice due to an urgent family matter, limiting time for cross-training and transfer of specialized Delta operational and emergency-response knowledge. His temporary support is particularly important during the Governor's State of Emergency and anticipated 2026–27 super El Niño conditions.

Recommendation and Fiscal Impact

Approve resolution to hire retired annuitant and waive 180-day waiting period.

Fiscal Impact: The cost shall not exceed $116,583, which is equivalent to 960 hours at the retired annuitant's hourly rate.

Budgeted

Funding for this is included in Metropolitan's fiscal year 2026-27 and 2027-28 budgets.

Overview

- Staff is seeking Board approval of a resolution to waive the typical 180-day waiting period for hiring a retired annuitant
- A Board resolution is required by PERS to effectuate this annuitant's hire
- Annuitant (Russell Ryan) retired in September 2026 on short notice due to an urgent family matter
- The compressed transition period limited succession planning activities for the position

Temporary, Limited Appointment

- The retired annuitant will:
  - Focus work activities on emergency preparedness, specialized Delta support, and knowledge transfer
  - Provide operational response continuity during the Governor's State of Emergency and anticipated 2026–27 super El Niño conditions
  - Work part-time (960 hours per fiscal year) on as-needed/on-call assignments for a defined transition period

Employee's Critical Duties – Prior to Retirement

- Served as Metropolitan's representative on four Delta Reclamation Districts
- Coordinated emergency activation protocols and incident-management responsibilities for Metropolitan's Delta islands
- Coordinated emergency preparedness and response with federal, state, and county agencies
- Supported succession planning, cross-training, and knowledge transfer to designated Metropolitan staff

Key Takeaways of Board Resolution and Annuitant Hiring

- Meets PERS requirements for early return of retired annuitant
- Allows staff to bridge a short-term operational gap while completing an orderly transfer of responsibilities
- Does not create a permanent position or open-ended retired-annuitant arrangement
- Allows Metropolitan to retain specialized expertise in Delta properties, levees, emergency response, and interagency coordination

Board Options

- Option #1
  - Approve Resolution to hire retired annuitant and waive 180-day waiting period.
  - **Fiscal Impact:** The cost shall not exceed $116,583, which is equivalent to 960 hours at Mr. Ryan's hourly rate.
  - **Business Analysis:** If approved, this board action assists in complying with the September 2026 Governor's State of Emergency Declaration. The Declaration directs local and state agencies to take appropriate preparedness actions to support emergency planning, resource procurement, staffing readiness, and related efforts to prevent or mitigate potential impacts associated with the El Niño climate event in 2026-27.
- Option #2
  - Do not approve the resolution for 180-day waiting period exception.

Staff Recommendation

- Option #1

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