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Director

Katherine Harris  
Deputy Director

San Joaquin County  
**Human Resources Division**  
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Civil Service Commission  
Classification & Compensation  
Employee Benefits  
Equal Employment Opportunity  
Hospital HR Services  
Labor Relations  
Policy and Leave Management  
Recruitment & Exam Development  
Risk Management  
Staff Development & Training

October 24, 2014

Ms. Tiffany Anderson  
2 N Avena  
Lodi, CA 95242

Dear Ms. Anderson:

On May 12, 2014 the Human Resources Division was informed that on May 9, 2014, the Board of Retirement reviewed your application for a service-connected disability retirement. The Board approved your application for a service-connected disability retirement. In doing so, the Board of Retirement received medical advice from one or more of the physicians involved in your application indicating that you may be capable of performing the duties of other positions with the County despite your disability.

Government Code Section 31725.65 requires that you be notified of any vacant County positions that may be suitable for you and consistent with your disability. This would include consulting with you to develop a re-employment plan which would identify such positions. Please note that you are not required to avail yourself of this re-employment process in order to maintain your disability retirement and you are not required to accept re-employment with the County. This is simply an option that we are required by law to offer to you. Any re-employment must be consistent with the County's Civil Service Rules, and pursuant to those Rules, the County maintains the final decision whether to offer you re-employment.

If you are interested in pursuing re-employment, you will need to affirmatively indicate your interest. In addition, your assistance is also needed to gather some important information from the Retirement Association in order to allow Human Resources to assess your ability to perform other duties.

Accompanying this letter is a form for you to complete and return to Human Resources no later than Monday, November 24, 2014. The attached form requests that you do the following: (1) declare your interest in pursuing re-employment with the County; and (2) authorize the Retirement Administrator to release to Human Resources, copies of the physician's medical report and other pertinent information regarding your application for a service-connected disability. We will need to review this information so that we can determine possible County positions for which you may be qualified. If you do not return the form to the Human Resources Division by the date indicated above, we will assume that you are not interested in pursuing re-employment with the County and we will take no further action on the matter.

Ms. Tiffany Anderson  
October 24, 2014  
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Thank you for your attention in this regard. Please feel free to call me at (209) 468-8098 should you have any questions about the re-employment process. If you have any questions about how re-employment would affect your disability retirement benefits, you should contact the Retirement Association at (209) 468-2163.

Sincerely,

*Constance Bibbs*

Constance Bibbs  
Personnel Analyst II

CB:bt  
Enclosure  
Sent Certified, Return Receipt Requested and U.S. Mail

cc: Annette H. St. Urbain, Chief Executive Officer  
Jennifer Goodman, Principal Personnel Analyst  
Tanya Moreno, Risk Manager