



**Item 26-1716**

**Action on Resolution for an Exception to the 180 Day Waiting Period to Appoint David Staub, a Retired Annuitant to Serve as Temporary Extra Help (Government Code Sections 7522.56 and 21224) in the Department of Public Works to Perform Work as a Deputy Director**

**January 13, 2026**

1

180- Day Waiting Period Exception	
Issue	Note
<b>Background</b>	<ul style="list-style-type: none"> <li>▪ Retired annuitants must be separated for 180-days before an agency can rehire them as a temporary employee</li> <li>▪ CalPERS exception request allows for a retired annuitant to perform work within the 180-day waiting period and must meet the following criteria:                             <ol style="list-style-type: none"> <li>1. Appointment is necessary to perform critically needed duties prior to the expiration of the 180-day wait period;</li> <li>2. Employee has not received a Golden Handshake or any other form of retirement-related incentive;</li> <li>3. Adoption of resolution was not placed on the consent calendar;</li> <li>4. Employment will be limited to 960 hours/fiscal year; and</li> <li>5. Compensation will be within the posted salary range in the publicly available salary schedule.</li> </ol> </li> <li>▪ Requests are brought forward to help continuity of City programs or services while the recruitment is being conducted                             <ul style="list-style-type: none"> <li>▪ The request is intended to be on a temporary basis to continue support services in the Department of Public Works and will not exceed 2 years.</li> </ul> </li> <li>▪ Since 2024, there have been only two (2) requests presented to City Council for approval (October 2024 for a Senior Public Safety Dispatcher and October 2025 for a Management Analyst in the Community Development Department)</li> </ul>

*Item 26-1716 – January 13, 2026*

2

# 180- Day Waiting Period Exception (cont'd)



Issue	Note
<b>Considerations</b>	<ul style="list-style-type: none"> <li>▪ The City seeks to appoint former Deputy Director Dave Staub to a limited term and for a period which spans the 180 day wait period.</li> <li>▪ The adoption of the resolution allows the employer to hire a retired annuitant to perform work of a limited duration requiring specialized skills (Government Code Sections 7522.56 and 21224).</li> <li>▪ In his appointment as rehired annuitant, Mr. Staub will be assigned duties including, but not limited to, project management responsibilities related to Public Works duties for Super Bowl and FIFA, Cleanup Campaign coordination and resource procurement, training the next Deputy Director, and other tasks that may be required.</li> </ul>
<b>Recommendation</b>	<ul style="list-style-type: none"> <li>▪ Approve Staff Recommendation</li> </ul>

Item 26-1716 – January 13, 2026

3

3



# Questions/Discussions

4

4