

RESOLUTION NO. 25-__

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA
FOR EXCEPTION TO THE 180-DAY WAITING PERIOD TO HIRE A
RETIRED ANNUITANT AS A TEMPORARY EXTRA HELP
EMPLOYEE (GOVERNMENT CODE SECTIONS 7522.56 AND
21224) AS A MANAGEMENT ANALYST IN THE COMMUNITY
DEVELOPMENT DEPARTMENT**

BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

WHEREAS, in compliance with Government Code section 7522.56 the City of Santa Clara must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or her retirement date;

WHEREAS, Kathy Bunce (CalPERS ID 6797218792) retired from the City of Santa Clara in the position of Management Analyst in the Community Development Department, effective September 27, 2025;

WHEREAS, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is March 31, 2026, without this certification resolution;

WHEREAS, section 7522.56 provides that this exception to the 180 day wait period shall not apply if the retiree accepts any retirement-related incentive;

WHEREAS, the City of Santa Clara and Kathy Bunce certify that Kathy Bunce has not and will not receive a Golden Handshake or any other retirement-related incentive;

WHEREAS, the City of Santa Clara hereby appoints Kathy Bunce as an extra help retired annuitant to perform the critically needed duties of Temporary Employee for the City of Santa Clara under Government Code section 21224, effective October 27, 2025;

WHEREAS, the entire employment agreement, contract or appointment document between the City of Santa Clara and Kathy Bunce has been reviewed by this body and is attached herein;

WHEREAS, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar;

WHEREAS, the employment shall be limited to 960 hours per fiscal year;

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties;

WHEREAS, effective December 22, 2024, the maximum hourly salary rate for the Temporary Employee position is \$214.06, and the minimum hourly equivalent is \$18.20;

WHEREAS, the hourly rate paid to Kathy Bunce will be \$78.22; and

WHEREAS, Kathy Bunce has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate.

NOW THEREFORE, BE IT FURTHER RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

1. The City of Santa Clara hereby certifies the appointment of Kathy Bunce and that this appointment is necessary to fill the critically needed position of Temporary Employee for the City of Santa Clara. The retired annuitant was a Management Analyst for the Community Development Department and will be rehired performing the comparable duties of the Management Analyst classification. The hourly rate to be paid to Kathy Bunce is consistent with the salary for the classification of Management Analyst, as set forth in the published Unclassified Salary Plan.
2. The Community Development Department, Housing Division is responsible for specific tasks that include but are not limited to grant compliance, including Housing and Urban Development (HUD) reporting, funding of programs for Community Block Development Grants (CBDG), and monitoring compliance of HOME funds.
3. Ms. Bunce will assist with grant oversight, including reporting and overseeing grant funding and compliance, and oversee progress toward meeting CDBG timeliness by May 2026. Ms. Bunce will evaluate possible changes to the Neighborhood Conservation and Improvement Program (NCIP) home repair program to increase cost efficiency and impact. Ms. Bunce will assess execute the FY 25/26 CDBG and HOME grant agreements with subrecipients once

the agreements with HUD are signed. She will help prepare the 26/27 Annual Action Plan and train the new Management Analyst.

4. Effective date. This resolution shall become effective immediately.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE ____ DAY OF _____, 2025, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:
NOES:	COUNCILORS:
ABSENT:	COUNCILORS:
ABSTAINED:	COUNCILORS:

ATTEST: _____
NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Bunce, Kathy – Offer Letter