



City Council

Action on Resolution for an Exception to the 180 Day Waiting Period to Appoint Kathy Bunce, a Retired Annuitant to Serve as Temporary Extra Help (Government Code Sections 7522.56 and 21224) in the Community Development Department to Perform Work as a Management Analyst (Deferred from October 7, 2025)

Macro Mercado, Acting Director of Human Resources
Agenda Item # 5, (25-1521)
October 21, 2025

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180- Day Waiting Period Exception



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Issue	Note
Background	▪ Retired annuitants must be separated for 180-days after their retirement date, before an agency can rehire them as a temporary employee (retired annuitant). ▪ CalPERS exception request allows for a retired annuitant to perform work within the 180-day waiting period and must meet the following criteria: 1. Appointment is necessary to perform critically needed duties prior to the expiration of the 180-day wait period; 2. Employee has not received a Golden Handshake or any other form of retirement-related incentive; 3. Adoption of resolution was not placed on the consent calendar; 4. Employment will be limited to 960 hours/fiscal year; and 5. Compensation will be within the posted salary range in the publicly available salary schedule.

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Issue	Note
Considerations	▪ The City seeks to appoint Ms. Bunce to a limited term and for a period which spans the 180 day wait period. ▪ In her appointment, Ms. Bunce will be assigned duties comparable to the Management Analyst classification. This appointment will mean the City will have the necessary expertise concerning various federal grants, appropriate fund distribution assistance and oversight, and training to orientate and preserve institutional knowledge until the time the City is able to successfully recruit and onboard a new Management Analyst in 2026. ▪ 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).
Recommendation	▪ Approve City Recommendation

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Questions/Discussions

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