

RESOLUTION NO. 26-9527

**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 DEPUTY DIRECTOR IN THE DEPARTMENT OF
PUBLIC WORKS**

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, David Staub (CalPERS ID 4588247070) retired from the City of Santa Clara in the position of Deputy Director in the Department of Public Works, effective December 31, 2025;

WHEREAS, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is June 30, 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 David Staub certify that David Staub has not and will not receive a Golden Handshake or any other retirement-related incentive;

WHEREAS, the City of Santa Clara hereby appoints David Staub 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 January 20, 2026;

WHEREAS, the entire employment agreement, contract or appointment document between the City of Santa Clara and David Staub 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;

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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 21, 2025, the maximum hourly salary rate for the Temporary Employee position is \$214.06, and the minimum hourly equivalent is \$18.70;

WHEREAS, the hourly rate paid to David Staub will be \$117.32; and

WHEREAS, David Staub 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 RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

1. The City of Santa Clara hereby certifies the appointment of David Staub 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 Deputy Director for the Department of Public Works and will be rehired performing the comparable duties of the Deputy Director classification. The hourly rate to be paid to David Staub is consistent with the salary for the classification of Deputy Director, as set forth in the published Unclassified Salary Plan.
2. The Department of Public Works is responsible for specific tasks that include but are not limited to construction, maintenance and improvement of various components of the City's infrastructure. The department is responsible for a wide variety of programs throughout the City which includes: design, construction management, stormwater pollution prevention, inspection and maintenance of City streets, sidewalks, storm drain systems, traffic signs and markings, street trees, landscaping and the closed landfill.

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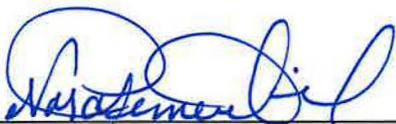
3. Mr. Staub is responsible for specific tasks that include but are not limited to project management responsibilities related to Public Works duties for Super Bowl and FIFA, solid waste rate analysis and updates, landfill monitoring and regulatory agency coordination, capital and operating budget preparation/management for the Streets Division, wetland mitigation proposal coordination for the Related project, Cleanup Campaign coordination and resource procurement, department emergency operations support, coordinating with HR on implementing new safety programs, training the next Deputy Director, and other tasks as needed.

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 13TH DAY OF JANUARY, 2026, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:	Chahal, Cox, Gonzalez, Hardy, and Jain, and Mayor Gillmor
NOES:	COUNCILORS:	Park
ABSENT:	COUNCILORS:	None
ABSTAINED:	COUNCILORS:	None

ATTEST:



NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Staub, David – Offer Letter



January 14, 2026

David Staub
[REDACTED]

Dear David,

Congratulations! This is to confirm our offer of employment for the As-Needed Temporary Employee (Retired Annuitant – Deputy Director) (Job Code 349) position in the Department of Public Works with the City of Santa Clara.

This letter serves as our offer of employment. Please review it carefully, sign on the designated signature line, and return the signed letter and attachments referenced below to Ashley Lancaster at ALancaster@santaclaraca.gov.

Below are a few key provisions for your offer of employment:

- **Effective Date:** Tuesday, January 20, 2026
- **Salary:** Your hourly pay rate is \$117.32 per hour.
- **Employment Status:** As-Needed employment as a retired annuitant is not to be considered permanent. As such, this position is not subject to general wage increases or regular salary adjustments. This is an “at-will” position and hours in any given week is not guaranteed. Under CalPERS regulations and the City of Santa Clara practices, retired annuitants are not permitted to work more than 960 hours per fiscal year (July 1 through June 30). If you reach 960 hours during the fiscal year, your assignment will end. Your offer of employment will end no later than January 20, 2028.

If you are OR will be employed by another CalPERS agency during the course of your employment with the City of Santa Clara, you must immediately notify the Human Resources Department of any change in your employment status.

By signing this offer, you acknowledge that you meet the retired annuitant rehire requirements set forth by CalPERS (refer to section Employment of a Retiree). If you have questions regarding rehire eligibility, please contact CalPERS before signing the offer letter.

- **Pre-Hire Packet:**
You must complete and sign the documents listed below and return them to your recruiter at ALancaster@santaclaraca.gov at the same time you return this letter, accepting the City’s formal offer of employment:

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|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| <input type="checkbox"/> I-9 Form (Page 1 only) | <input type="checkbox"/> Designation of Beneficiary Form |
| <input type="checkbox"/> DMV Authorization for Release of Driver Record Information | <input type="checkbox"/> EDD Employee's Withholding Allowance Certificate (State Tax Form) |
| <input type="checkbox"/> New Employee Identification Form | <input type="checkbox"/> Form W-4 (Federal Tax Form) |
| <input type="checkbox"/> Emergency Contact Form | <input type="checkbox"/> Direct Deposit Authorization Agreement |
- **Form I-9 Employment Eligibility Verification:** All new employees are required to show documentation which proves their identity and their eligibility to work in the United States. A list of acceptable documentation can be found at <http://uscis.gov/i-9-central/acceptable-documents>. **Please bring I-9 employment verification identification with you on your first day of employment; original documents are required. You will not be eligible to work until you have completed your I-9 verification.**
 - **New Employee Orientation (NEO):** You are required to attend the NEO with the Human Resources Department to continue your employment. You have been scheduled to attend on:
 - **Date: Tuesday, January 20, 2026 at 3:30 PM**
 - **City of Santa Clara – City Hall: Human Resources Department**
 - Free parking is available at the [Triton Museum of Art](#) parking lot (across the street from City Hall)
 - **Please bring your I-9 employment verification identification with you**

If you have questions, please contact the Human Resources Department at (408) 615-2080.

Sincerely,



Ashley Lancaster

Human Resources Department, Acting Assistant Director

*As a CalPERS retired annuitant, I understand it is my responsibility to confirm my CalPERS retirement formula and eligibility for rehire with CalPERS. I understand violation of CalPERS rules may jeopardize my retirement with CalPERS. I have reviewed the CalPERS guidelines for retired annuitants: <https://www.calpers.ca.gov/retirees/working-after-retirement/retired-annuitant>. **Initial** _____*

I accept the terms and conditions of my employment with the City of Santa Clara.



David Staub

Date: _____

cc: Craig Mobeck, Director of Public Works