

January 22, 2020

Cynthia Kasten



**RE: RETIRED ANNUITANT CONTRACT**

I am pleased to offer you, as a CalPERS retired annuitant, a limited duration opportunity with the City of San Pablo as Interim Human Resources Manager starting on or around February 18, 2020. Your appointment is made pursuant to Government Code section 21221(g) because of the approved leave of absence of the incumbent Human Resources Manager which creates a vacancy for which your specialized human resources skills are needed. The leave of absence is anticipated to last four to five months.

For your information, CalPERS has established specific rules relating to temporary employment after retirement. Please see the CalPERS publication titled *Employment after Retirement* (<https://www.calpers.ca.gov/docs/forms-publications/employment-after-retirement.pdf>), which outlines the conditions and limitations of service after retirement and sets forth the following retired annuitant employment requirements:

- You have specialized skills needed to perform work of limited duration or your employment is needed during an emergency to prevent stoppage of public business.
- Your temporary employment will not exceed 960 hours in a fiscal year (July 1st through June 30th) for employment with all CalPERS employers combined.
- The pay rate you receive is not less than the minimum nor exceeds the maximum paid to other employees performing comparable duties, divided by 173.333 to equal an hourly rate.
- Retired annuitants cannot receive any benefit, incentive, compensation in lieu of benefits, or other form of compensation in addition to the hourly pay rate.
- You cannot be appointed as a retired annuitant if you received unemployment insurance payments for prior retired annuitant work for any CalPERS employer within 12 months prior to the appointment date. Upon accepting employment, you must certify in writing to the employer (City of San Pablo) that you comply with this requirement.

### **Compensation**

The City of San Pablo is offering to compensate you at the monthly salary maximum permissible for this position \$73.02 per hour (\$12,657 monthly salary/173.333) in accordance with the City's adopted salary schedule for the classification for FY 2019/20 (<http://www.sanpabloca.gov/DocumentCenter/View/7145>). You will not receive any benefit, incentive, compensation in lieu of benefits, or other form of compensation in addition to the hourly pay rate.

Your work hours shall not exceed the 960 hours per fiscal year allowed by statute. Work hours will be tracked via the City's existing payroll system.

### **Duties**

Your duties will include, but are not limited to, all functions of the Human Resources Manager classification. Please also refer to the job description on the City's website. (<http://www.sanpabloca.gov/DocumentCenter/View/3610> )

### **Retired Annuitant Status and Indemnification**

If you have questions relating to employment after retirement, you should consult CalPERS directly at 888-225-7377 or [www.calpers.ca.gov](http://www.calpers.ca.gov) for more information.

The CalPERS publication titled Employment after Retirement outlines the conditions and limitations of service after retirement and can be found at:

[www.calpers.ca.gov/docs/forms-publications/employment-after-retirement.pdf](http://www.calpers.ca.gov/docs/forms-publications/employment-after-retirement.pdf)

### **Certification of No Unemployment Benefits and No Other Public Agency Work**

By signing this letter, **you are certifying that you have not received unemployment benefits** related to retired annuitant employment with any public employer in the last twelve (12) months.

By signing this letter, you are also certifying that you have not worked for another CalPERS public agency during this fiscal year.

### **Execution of Agreement**

If the terms of this temporary interim appointment are in accordance with your understanding of the job, please sign both copies and return the originals in the enclosed envelope.

We are extremely pleased that you have chosen to work for the City of San Pablo after retirement. We have every reason to believe that you will have a rewarding and gratifying experience serving our community in your new capacity.

**Approved:**

\_\_\_\_\_  
Matt Rodriguez, City Manager

\_\_\_\_\_  
Date

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**Acknowledgement and Certification:**

I hereby accept and certify that I will abide by all terms and conditions set forth in this contract as a CalPERS Annuitant Contract employee with the City of San Pablo.

\_\_\_\_\_  
Cynthia Kasten

\_\_\_\_\_  
Date

**Attachment:** A Guide to CalPERS Employment After Retirement, 2019