



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Elizabeth Gibbs, City Manager

PREPARED BY: Lisa Rossi, Human Resources Director
Lisa Rossi, Human Resources Director

MEETING DATE: August 25, 2026

SUBJECT: A Resolution of the City Council of the City of Banning, California, Retroactive Approval for the Appointment of a Retired Annuitant, Michelle Green, as extra help.

STAFF RECOMMENDATION:

Adopt Resolution 2026-114

BACKGROUND:

Since March 2025, the Finance Department has been at a critical juncture. It has required guidance from an experienced fiscal services professional to ensure it remains on the path to efficient management and operations. With the City Council's acknowledgment, Michelle Green, a CalPERS retiree with over 30 years of experience in fiscal services, was appointed Interim Administrative Services Director. As a Retired Annuitant, Ms. Green could only work an aggregate of 960 hours in a fiscal year regardless of how many CalPERS contracting agencies she works for during such period. Given the substantial amount of work, Ms. Green exhausted her hours in December 2025.

In early 2026, the City learned that Ms. Green, who retired in 2017 as Deputy Finance Director, should have been appointed by the City Council in open session to an Extra Help role. Gov. Code section 21221(h) permits the limited-term appointment of CalPERS retirees to temporary positions subject to certain requirements, including limited hours, compensation, and duration of work. As a CalPERS retiree, Ms. Green could only work an aggregate of 960 hours in a fiscal year regardless of how many CalPERS contracting agencies she works for during such period.

Staff recommends that the City Council retroactively approve the limited-term appointment of Michelle Green as Extra-Help from the period of March 25, 2025 through December 31, 2025.

JUSTIFICATION:

The resolution for Interim Vacant Retired Annuitant under Gov. Code sections 7522.56 and 21221(h), is for CalPERS retirees hired to work in a vacant position while the employer recruits for a permanent replacement, such as an interim city manager, interim police or fire chief, interim department head, or any other unique managerial or executive position. An open recruitment to fill the vacancy with a permanent replacement is required to appoint a retiree. A retiree can only be appointed once to a vacant position. A retiree must reinstate from retirement to be employed in any regular staff position which includes any permanent positions including full time, part time, seasonal, limited term, permanent intermittent, exempt from membership, or any other type of temporary or periodic regular staff position.

FISCAL IMPACT:

Ms. Green was paid an hourly rate of \$114.3849, which is the hourly equivalent of the Finance Director position. She is not entitled to any additional compensation, benefits, vacation, or holidays. The expenses for Ms. Green's temporary time have already been paid. There is no new impact on the General Fund regarding this action.

ATTACHMENTS:

1. [Resolution_2026-_Michelle_Green_082526 JT edits.docx](#)