



CITY OF BANNING STAFF REPORT

TO: CITY COUNCIL

FROM: Arturo Vela, Interim City Manager

PREPARED BY: Nicole Jews, Human Resources Manager
Michelle Green, Acting Administrative Services Director, Art Vela, Interim City Manager

MEETING DATE: December 9, 2025

SUBJECT: Consideration of Resolution 2025-175, Authorizing the exception of the 180-Day Waiting Period for Retired Annuitant (RA) Bonnie Johnson

RECOMMENDATION:

Adopt Resolution 2025-175.

BACKGROUND:

Since March 2025 the Finance Department has been at a critical juncture and required the guidance of an experienced fiscal services professional to ensure it continues on the path to efficient management and operation. During the March 25, 2025 City Council meeting Michelle Green, a CalPERS retiree, who has over 30 years' experience in fiscal services, was appointed as the Interim Finance Director. As a Retired Annuitant, Ms. Green can 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 is near exhausting her remaining hours to assist the Finance Department. To maintain continuity of service in the Finance Department, it was necessary to request additional support for the Department to function.

In early October the city engaged Ms. Bonnie Johnson, also a CalPERS retiree, with over 30 years of experience in City management and fiscal operation in the municipal government realm, to fill the vacant Finance Director position on an interim basis while the city recruits for a permanent appointment. It is anticipated Ms. Johnson will start in the Interim Finance Director position on December 22, 2025. This is when it is estimated Ms. Green will exhaust her 960 fiscal hours per CalPERS guidelines.

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. Johnson can 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 approve by Minute Order the limited-term appointment of Bonnie Johnson as Interim Finance Director, while the city recruits for a permanent appointment.

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. Johnson would be paid an hourly rate of \$117.3024 per hour, which is the hourly equivalent of the Finance Director position. She is not entitled to any additional compensation, benefits, vacation, or holidays.

ALTERNATIVES:

Do not adopt Resolution No. 2025-175 and provide staff alternate direction, which will lead to further shortages in the Finance Department.

BUDGETED?:

Yes

CONTRACT/AGREEMENT:

No

ATTACHMENTS:

1. [Resolution 2025-175.docx](#)
2. [Johnson, Bonnie_Final Offer of Employment_12.19.2025.doc](#)