

RESOLUTION No. 2025-06

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COACHELLA, CALIFORNIA APPOINTING KAYE REYNOLDS AS INTERIM FINANCE DIRECTOR

WHEREAS, Government Code sections 7522.56 and 21221(h) permit the City Council to appoint a California Public Employees' Retirement System ("CalPERS") retired annuitant to a vacant position requiring specialized skills during recruitment for a regular appointment, and provides that such appointment will not subject the retired person to reinstatement from retirement or loss of benefits so long as it is a single appointment that does not exceed 960 hours in a fiscal year; and

WHEREAS, the position of Finance Director is currently vacant; and

WHEREAS, during the recruitment, selection and final employment of a permanent Finance Director the Coachella City Council desires to appoint Kaye Reynolds as an interim appointment retired annuitant to the vacant position of Finance Director for the City of Coachella under Government Code Section 21221(h), effective February 13, 2025, to provide the leadership, managerial and organizational skills necessary to manage the Finance Department effectively and efficiently; and

WHEREAS, Kaye Reynolds has substantial experience serving in municipal government with an extensive history in management, including as the former Controller of Coachella; and

WHEREAS, an appointment under Government Code Section 21221(h) requires an active, publicly posted recruitment for a permanent replacement; and

WHEREAS, the announcement for the recruitment for the Finance Director position will be posted on the City's website located at <https://www.governmentjobs.com/careers/coachella> no later than February 13, 2025; and

WHEREAS, the 180-day wait period requirement set forth in Government Code Section 7522.56(f) does not apply because Kaye Reynolds has been retired for more than 180 days from employment with any CalPERS employer; and

WHEREAS, this Section 21221(h) appointment shall only be made once and therefore will end on the date immediately preceding the date on which the regular appointment to the vacant position of Finance Director for the City of Coachella commences his or her employment or, if earlier, the date that this appointment is terminated by the City or Kaye Reynolds; and

WHEREAS, it is understood by the City Council and Kaye Reynolds that the combined total hours to be worked by Kaye Reynolds in any fiscal year, for all retired annuitant positions with any CalPERS employer, shall not exceed the 960-hour limitation set forth in California Government Code sections 7522.56(d) and 21221(h), unless an exception applies; and

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 and posted on a publicly available pay schedule, divided by 173.333 to equal the hourly rate; and

WHEREAS, the minimum hourly rate for this position is \$87.21., and the maximum hourly rate for this position is \$106.01; and

WHEREAS, the hourly rate to be paid to Kaye Reynolds for her services as Finance Director on an interim basis is \$106.01, which is not less than the minimum or in excess of the maximum hourly rate paid to other employees performing comparable duties, subject to any subsequent adjustment to the payrate as adopted by the City Council and reflected on a publicly available pay schedule; and

WHEREAS, Kaye Reynolds has not and will not receive any other benefit, incentive compensation in lieu of benefits or any other form of compensation in addition to this hourly pay rate; and

WHEREAS, pursuant to Government Code section 7522.56(e)(1), Kaye Reynolds must certify in writing to the City, upon accepting an offer of employment, that she has not received any unemployment insurance compensation arising out of prior employment with a public employer that is subject to section 7522.56 during the 12-month period preceding the effective date of this appointment.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Coachella, as follows:

SECTION 1. The City Council has considered the full record before it, which may include but is not limited to such things as the agenda staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.

SECTION 2. Kaye Reynolds has the specialized skills needed to perform the work required of the Finance Director position on an interim basis until a regular Finance Director is appointed by the City Council and thereafter begins service, unless sooner terminated by the City or Kaye Reynolds.

SECTION 3. The City Council hereby appoints Kaye Reynolds as interim Finance Director effective February 13, 2025, pursuant to the authority provided under Government Code sections 21221(h) and 7522.56, during the active recruitment for a regular appointment to Finance Director position, to provide the critically-needed, specialized skills necessary to run the Finance Department.

SECTION 4. The Interim City Manager is authorized to execute an employment agreement for Interim Finance Director services with Kaye Reynolds on behalf of the City of Coachella, provided that such agreement is consistent with the terms set forth in this Resolution.

PASSED, APPROVED and ADOPTED this 12th day of February 2025.

Steven A. Hernandez
Mayor

ATTEST:

Angela M. Zepeda
City Clerk

APPROVED AS TO FORM:

BEST, BEST & KRIEGER

City Attorney

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss.
CITY OF COACHELLA)

I HEREBY CERTIFY that the foregoing Resolution No. 2025-06 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 12th day of February 2025, by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

Delia Granados
Deputy City Clerk