



**TOWN OF LOS GATOS  
COUNCIL AGENDA REPORT**

MEETING DATE: 1/21/2026

ITEM NO:

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DATE: January 21, 2026  
TO: Mayor and Town Council  
FROM: Chris Constantin, Town Manager  
SUBJECT: Adopt a Resolution for the California Public Employees' Retirement System Retirement Plan to Waive the 180-Day Retiree Rehire Wait Period for Gitta Ungvari

**RECOMMENDATION:**

Adopt a Resolution for the California Public Employees' Retirement System Retirement Plan to waive the 180-day retiree rehire wait period to hire Gitta Ungvari.

**FISCAL IMPACT:**

A budget adjustment request is anticipated as part of the Mid-Year Financial Report to fund these costs should savings not be identified to offset the need for additional budget appropriations.

**STRATEGIC PRIORITY**

This action relates to the strategic priority to ensure prudent financial management, as continuity of services in the Finance Department, given the timing of the appointment in relation to the Fiscal Year 2026-27 Operating and Capital Improvement Plan budget proposals and deliberations.

**BACKGROUND:**

The Town has an existing agreement with the California Public Employees' Retirement System (CalPERS) to provide its retirement program to employees. The CalPERS retirement program is governed by the Public Employees' Retirement Law (PERL). PERL contains the rules and regulations that a contracting agency must adhere to related to the hire of a CalPERS retiree,

**PREPARED BY:** Kristina Alfaro  
Administrative Services Director

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Reviewed by: Town Manager and Town Attorney

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SUBJECT: Resolution for the California Public Employees' Retirement System Retirement Plan to Waive the 180-Day Retiree Rehire Wait Period for Gitta Ungvari

DATE: January 20, 2026

referred to as a retired annuitant. PERL requires that a non-safety retired annuitant may not work for a CalPERS contracting agency unless the retired annuitant has been retired for at least 180 days (Gov. Code section 7522.56). In lieu of the 180-day wait period, an agency's governing body may approve a resolution to waive the 180 days. PERL also allows for a retired annuitant to be rehired as extra help position should they have skills needed to perform work of limited duration [Gov. Code section 21224].

DISCUSSION:

Gitta Ungvari has been employed as the Town of Los Gatos Finance Director since June 2022. Her last day of work with the Town was December 30, 2025. She retired from the Town effective December 31, 2025. The Town Council adopted a CalPERS resolution on December 16, 2026, to temporarily hire Ms. Ungvari as the interim Administrative Services Director while the Town conducted recruitment to fill the position

The Town filled the Administrative Services Director position on January 12, 2026. To assist with the transition of the new Administrative Services Director, the transfer of institutional knowledge, and to work on financial and budgetary projects to meet Town reporting deadlines, staff is requesting to rehire Ms. Ungvari as a retired annuitant to provide extra help. Some of these projects include:

Provide Historical Institutional Knowledge

- Serve as a resource for organizational history, financial practices, and prior budget strategies, annual audit, and Annual Comprehensive Financial Report (ACFR) preparation to support informed decision-making by the Administrative Services Director.

Support Budget Development and Reporting

- Assist with monthly, mid-year, and annual budget preparation and analysis.
- Ensure all processes and reports are fully integrated and optimized within the new ERP system.

Refine the Chart of Accounts with Additional Budget Classification

- Refine and expand the chart of accounts structure, budget roll-up classifications to improve reporting and analysis

Develop and Maintain ERP-Based Reporting

- Create, customize, and maintain financial and operational reports within the new ERP system.
- Ensure reports meet organizational needs and support transparency and accuracy.

SUBJECT: Resolution for the California Public Employees' Retirement System Retirement Plan to Waive the 180-Day Retiree Rehire Wait Period for Gitta Ungvari

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Before Ms. Ungvari can be hired as a retired annuitant, the Town Council must adopt a new CalPERS resolution to allow staff to request that the reemployment begin earlier than the 180-day wait period and to appoint Ms. Ungvari as an extra help retired annuitant. A retired annuitant may be rehired as an extra help position should they have specialized skills needed to perform work of limited duration. Also, a retired annuitant may not work more than 960 hours in a CalPERS fiscal year. The CalPERS fiscal year begins July 1 and ends on June 30. The tentative first day of employment as a retired annuitant for Ms. Ungvari is January 12, 2026, subject to CalPERS approval of the executed resolutions.

CONCLUSION:

Staff recommends that the CalPERS resolution to waive the 180-day wait period be adopted by the Town Council to allow the appointment of Gitta Ungvari as an extra help retired annuitant.

Attachments:

1. CalPERS Resolution for an 180-Day Wait Period Exception and Appointing Gitta Ungvari to an Extra Help Position in the Finance Department
2. Offer Letter to Gitta Ungvari