



**TOWN OF LOS GATOS  
COUNCIL AGENDA REPORT**

MEETING DATE: 12/16/2025

ITEM NO: 13

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DATE: December 11, 2025  
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 Jose Reyes**

**RECOMMENDATION:** Adopt a Resolution for the California Public Employees' Retirement System Retirement Plan to waive the 180-day retiree rehire wait period and to appoint Jose Reyes as extra help in the Police Department.

**FISCAL IMPACT:**

It is anticipated that hiring Jose Reyes as extra help in the Police Department will not result in any additional costs for the Town. As a retiree, he is not eligible for benefits associated with permanent employment aside from the Town's Medicare contribution.

Funding for Jose Reyes' extra-help position will be provided through remaining funds within the LGMSPD's 2025 - 2026 Supplemental Law Enforcement Services Fund (SLESF) allocation. These funds are specifically intended to support front-line law enforcement services, including technology enhancements that improve operational effectiveness and public safety response.

**STRATEGIC PRIORITY:**

This action relates to the strategic priority of furthering the Town's emergency preparedness, resiliency, and response capabilities.

**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

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Human Resources Director

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Reviewed by: Town Manager, Assistant Town Manager, Town Attorney, and Finance Director

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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, 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 requires that if a retired annuitant is placed into a role that is deemed for special projects or limited duration, the governing body must approve a resolution appointing the retired annuitant as an extra help employee (Gov. Code section 21224).

DISCUSSION:

Recently, Mr. Reyes provided his notice of intent to retire from the Town with his last day of work to occur on January 2, 2026, resulting in a CalPERS retirement effective date of January 3, 2025. Before Mr. Reyes can be hired as a retired annuitant, the Town Council must adopt a CalPERS resolution to allow staff to request that the re-employment begin earlier than the 180-day wait period and to appoint Mr. Reyes as extra help for the Police Department. A retired annuitant may be appointed in an extra help position should the position be of a limited duration to eliminate a backlog, work on a special project, or work that is in excess of what regular staff can do.

Mr. Reyes will be hired to complete multiple special projects in the Police Department that are time-sensitive, mission-critical public safety technology initiatives, all of which require advanced technical oversight, cross-agency coordination, and law enforcement-specific IT knowledge. These projects include the implementation of the Axon real-time crime center that will integrate surveillance technology, CAD/RMS, and external voluntary camera systems into a unified situation awareness platform. The Town will also be launching its first Drone as a First Responder Initiative that will help the Town deploy drones during emergency incidents. Mr. Reyes will be managing the implementation and rollout of this project, which will include standard operating procedures, installing drone infrastructure, training pilots, and securing an FAA Part 107 certification. The third project will be leading the Next Generation 911 Transition for the Public Safety Answering Point Communication Center. This work will involve working with CalOES and state vendors to track contract developments, and facilitate transition planning, and ensure that the new system is compatible with other new systems the Police Department is deploying. These are three mission-critical projects that current staff do not have the capacity to undertake.

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 Mr. Reyes is January 5, 2026, subject to CalPERS approval of the executed resolutions.

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CONCLUSION:

Staff recommends that the Town Council adopt a Resolution to waive the CalPERS 180-day wait period and appoint Jose Reyes as extra help for the Police Department.

COORDINATION:

This report was coordinated with the Finance Department and the Town Attorney's Office.

ENVIRONMENTAL ASSESSMENT:

This is not a project defined under CEQA, and no further action is required.

Attachments:

1. CalPERS Resolution for a 180-Day Wait Period Exception and Appointment of Jose Reyes to an Extra Help position in the Police Department
2. Offer of Retired Annuitant Employment for Jose Reyes