



CITY OF COSTA MESA

77 Fair Drive
Costa Mesa, CA 92626

Agenda Report

File #: 25-315

Meeting Date: 6/3/2025

TITLE:

RESOLUTION FOR EXCEPTION TO THE 180-DAY WAIT PERIOD PURSUANT TO GOVERNMENT CODE SECTIONS 7522.56 AND 21224, FOR THE REHIRE OF FINANCE OFFICER ANNA DOLEWSKI

DEPARTMENT: CITY MANAGER'S OFFICE/HUMAN RESOURCES

PRESENTED BY: KASAMA LEE, HUMAN RESOURCES MANAGER

CONTACT INFORMATION: KASAMA LEE, HUMAN RESOURCES MANAGER (714) 754-5169

RECOMMENDATION:

Staff recommends the City Council adopt by resolution the exception to the 180-Day Wait Period pursuant to Government Code Sections 7522.56 and 21224 (Attachment 1) to retain the services of retired Finance Officer Anna Dolewski.

BACKGROUND:

Anna Dolewski retired from the position of Finance Officer (Confidential) with the City of Costa Mesa effective May 28, 2025, after 36 years of service with the City. Her continued services are necessary due to critical needs related to the City's payroll processing and transition to the City's new Enterprise Resource Planning (ERP) system.

ANALYSIS:

Ms. Dolewski possesses extensive experience and provides vital services for the City's complex payroll operations, including overseeing the Payroll section and payroll processes. In anticipation of Ms. Dolewski's retirement, the Human Resources Division conducted a recruitment to fill the Finance Officer (Confidential) position overseeing the Payroll Section. A candidate was selected and started in May.

Ms. Dolewski's continued services are imperative for the continuity of operations in the City's payroll processes. She will assist with the transition and training of her replacement. Ms. Dolewski will also be able to assist with other special projects including the implementation of newly negotiated labor contracts, functioning as a subject matter expert in the transition to the City's new Enterprise Resource Planning (ERP) system, and assisting with any backlog of payroll related reconciliations, reviews and adjustments as needed.

Section 7522.56 of the Government Code requires that post-retirement employment commence no earlier than 180 days after the retirement date; however, a public agency may hire a retired annuitant prior to the expiration of the 180 days following his/her retirement if the nature of the employment and the appointment is necessary to fill a critically needed position before 180 days have passed.

This appointment is limited to 960 hours per fiscal year, and 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. This appointment does not include any other benefit, incentive, or compensation in lieu of benefits or other form of compensation in addition to an hourly rate.

This temporary assignment complies with the CalPERS guidelines regarding retired annuitants.

ALTERNATIVES:

Do not approve the recommended action(s) and direct staff accordingly. However, staff does not recommend this action as it would have significant impacts to the continuity of operations with an extremely complex payroll system and process. Additionally, Ms. Dolewski's breadth and depth of experience in the City's intricate payroll system is vital for the smooth transition to the City's new ERP system.

FISCAL REVIEW:

The hourly rate paid will be \$73.77. No other benefits will be provided. The salary falls within the base salary range for the position of Finance Officer (Confidential) and complies with the CalPERS guidelines regarding retired annuitants. It is anticipated that Ms. Dolewski will work 20-30 hours per week but no more than 960 hours per fiscal year. Should she work up to the 960-hour limitation during the fiscal year, her maximum earnings would be \$70,819. Funding for Ms. Dolewski's appointment is available in the Finance Departments Operating budget.

LEGAL REVIEW:

The attached resolution has been reviewed by the City Attorney's Office and approved as to form

CITY COUNCIL GOALS AND PRIORITIES:

This item supports the City's Strategic Plan Goals to Recruit and Retain High Quality Employees.

CONCLUSION:

Staff recommends that the City Council adopt resolution No. 2025-XX, granting an exception to the 180-day wait period pursuant to Government Code Sections 7522.56 and 21224.