



HUMAN RESOURCES DEPARTMENT
1541 Second Street
Napa, California 94559-0660
Phone (707) 257-9505
Fax (707) 258-7827
Email: HR@cityofnapa.org

AMENDED

March 5, 2026

Michael Walker
mikew71772@yahoo.com

Dear Michael,

On behalf of the City of Napa, it is our pleasure to share the terms of your conditional offer of employment as Senior Planner (Interim) beginning on March 17, 2026. This conditional offer is contingent upon City Council approval on March 17, 2026.

Job Title: Senior Planner
Type of appointment: Interim (21221H)
Hourly Salary: Step 5

Scope of Appointment

Under the direction of the Community Resources and Development Director and the Interim Planning Manager, you will provide professional planning support for the City's Zoning Ordinance Update, with a primary focus on assisting with public outreach, draft ordinance review, and documentation of community input.

Responsibilities will include assisting staff with the public engagement process related to the Zoning Ordinance Update, including coordination and support for public workshops, meetings, and study sessions; supporting the distribution and presentation of draft zoning ordinance materials to the public, advisory bodies, and stakeholders; assisting with the collection, organization, and summarization of public comments and feedback received through meetings, surveys, written correspondence, and online platforms; preparing plain-language summaries, outreach materials, and presentation content to help communicate proposed zoning changes to the community; supporting staff and consultants with meeting logistics, comment tracking, and preparation of engagement summaries for Planning Commission and City Council consideration; performing related planning and housing and administrative tasks as assigned. You may perform duties as assigned that are necessary to maintain essential operations.

This appointment is limited in duration and will conclude on June 30, 2026, or upon the filling of the Senior Planner position. The City will monitor workload and regulatory requirements to ensure continued compliance.

Terms of the Appointment

All CalPERS Retired Annuitants must be paid within the salary range for current City full time employees performing similar work based on the City's publicly available pay

schedule for full-time positions.

All CalPERS Retired Annuitants are not allowed to receive any benefits, incentives, compensation in lieu of benefits, or any other forms of compensation in addition to the hourly rate.

This is an at-will employment position, which means the City may discontinue use of your services without cause at any time by providing written notice of termination.

All CalPERS Retired Annuitants shall not work in excess of 960 hours in a fiscal year across all CalPERS agencies.

A retired person shall only be appointed once to this vacant position.

A CalPERS Retired Annuitant who receives any unemployment insurance compensation arising out of prior employment is not eligible for appointment or reappointment to a Retired Annuitant position for a period of 12 months following the last day of receipt of unemployment benefits.

Acknowledgement

If these terms above are broken, the CalPERS Retired Annuitant is at risk of being retroactively reinstated to employment, loss of any retirement incentive offered, and loss of retiree medical benefits due to change of agency employment issues, the repayment of pre-paid retirement, and the payment of the employee share of retirement contributions owed.

By signing this conditional offer letter, you are also acknowledging that you have read and understood the terms of the attached guidelines "A Guide to CalPERS Employment After Retirement."

You are also certifying that during the 12-month period prior to your effective date of reemployment you did not receive any unemployment insurance compensation arising out of prior employment subject to Government Code section 7522.56 with a CalPERS employer.

If this letter accurately reflects your understanding of the position and its benefits, please electronically sign to submit to the Human Resources Department by Friday, March 6, 2026. If you have any questions regarding any of the information included in this letter, do not hesitate to contact the Human Resources Department at (707) 257-9505.

Sincerely,

DocuSigned by:

Molly Rattigan
Community Resources and Development Director



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Offer Accepted:

DocuSigned by:
Michael Walker
FDDBA6EC4DD5461...
Signature

March 6, 2026 | 6:38:38 AM PST
Date

Attachments: EDD Form DE 1181
A Guide to CalPERS Employment After Retirement