

EMPLOYEE AGREEMENT FOR CALPERS RETIRED ANNUITANT

This Employee Agreement ("Agreement") is entered into by and between:

Employer: Humboldt County Association of Governments ("HCAOG")

Employee/Annuitant: Deborah L. Egger ("Employee")

Date: 6/18/2026

This Agreement outlines the terms and conditions under which the retired annuitant (the "Employee") will be employed by HCAOG following the Employee's retirement from the California Public Employees' Retirement System ("CalPERS").

1. Position and Duties

The Employee agrees to serve in the position of Extra Help Employee for HCAOG and will be responsible for the duties and responsibilities as outlined in the attached job description (Exhibit A). The Employee agrees to perform these duties to the best of their ability, in accordance with HCAOG policies and applicable laws.

2. Term of Employment

The maximum term of this employment agreement is through October 31, 2026, with the possibility of renewal, extension, or early termination. Either party may terminate this Agreement at any time, with or without cause, with 10 working days written notice.

3. Compensation

The Employee will receive compensation for services rendered **at Step 3 of the Executive Director position of the pay schedule for the applicable fiscal year** for a maximum of 350 hours through October 31, 2026. Payment will be made on a bi-weekly basis.

4. Retirement and CalPERS Reemployment Restrictions

The Employee acknowledges that they are a retired annuitant under the CalPERS program and that certain restrictions apply to their reemployment after retirement, including but not limited to:

- The Employee is subject to CalPERS rules and regulations concerning reemployment of retirees.
- The Employee may not exceed 960 hours per fiscal year of work as a retired annuitant for the Employer, as per CalPERS regulations.
- HCAOG shall notify CalPERS regarding the reemployment of the Employee.
- If the Employee exceeds the limitations imposed by CalPERS for retired annuitants, the Employee's pension benefits may be impacted or suspended, and the Employee may be subject to penalties.

The Employee is solely responsible for ensuring that they comply with CalPERS reemployment guidelines. HCAOG will assist in ensuring that reemployment does not violate these limitations.

5. Benefits

The Employee will not be entitled to receive any retirement, health benefits, or paid time off from HCAOG.

6. Independent Contractor Status

The Employee agrees that, for all purposes of this Agreement, they shall be considered an employee of HCAOG for CalPERS reporting purposes but retains the rights and benefits of a retired annuitant as defined under CalPERS rules. The Employee shall not be considered an independent contractor for any other purposes under this Agreement.

By signing below, the parties agree to the terms and conditions of this Agreement.

Employer

Signature: _____

Date: _____

Printed Name: Brendan Byrd

Title: Executive Director

Employee (Retired Annuitant)

Signature: _____

Date: _____

Printed Name: Deborah L. Egger