

### **Notice of Public Meeting**

The Superior Court for the County of Shasta will hold a public meeting at the location, date, and time stated below, for the purpose of considering the appointment of a retired annuitant to fill a critically needed position consistent with Government Code section 7522.56(f)(1):

Location: 1515 Court Street, Room 340  
Redding, CA 96001  
Date: Tuesday, May 27, 2025  
Time: 12:00 p.m.

Attached is the meeting agenda. Public comment is accepted for this meeting. **Written comment** sent to the above address, attention Dawn West, Assistant Court Executive Officer, and received by no later than 1 p.m. on Friday, May 23, 2025, will be distributed at the meeting. A request to provide **oral comment** at the meeting must be received by no later than 1 p.m. Friday, May 23, 2025, and must include the speaker's name, occupation, and (if applicable) the name of the entity that the speaker represents; and the speaker's contact information (email address, telephone number, and mailing address). Time is reserved for public comment at the beginning of the meeting and the amount of time allocated for each speaker will not exceed five minutes.



**SUPERIOR COURT OF CALIFORNIA**  
COUNTY OF SHASTA

**TUESDAY, MAY 27, 2025 – PUBLIC MEETING AGENDA**

Item 1:           12:00 p.m.

Resolution to approve appointment of retired annuitant Melissa Fowler-Bradley to fill a critically needed role as Disaster Recovery Operations Consultant within the 180-day period after retirement, as authorized by Government Code section 7522.56(f)(1).



**SUPERIOR COURT OF CALIFORNIA**  
COUNTY OF SHASTA

Date: May 16, 2025

To: Cody Stenderup, Court Executive Officer

From: Anita Des Rochers, Human Resources Manager

Subject: Resolution to appoint Melissa Fowler-Bradley as a Disaster Recovery Operations Consultant to fill a critically needed position for a limited duration before 180 days following the date of retirement under California Government Code Section 7522.56 (Resolution No. 2025-01)

**Overview**

This report recommends adoption of Resolution No. 2025-01 to approve an exception to the 180 day wait period to hire Melissa Fowler-Bradley as a Retired Annuitant in order to fill a critically needed position for a limited duration, through August 31, 2025, pursuant to California Government Code Section 7522.56. The impact of the resolution would be to move Ms. Fowler-Bradley's start date up from October 26, 2025 (which represents 180 days after her retirement) to May 27, 2025 so that she can immediately fulfill a critical and time-sensitive role of restoring Shasta Court facility operations and court operations due to the recent water intrusion of the building.

**Recommendation**

Adopt attached resolution which would certify the nature of the employment, and that the appointment of Melissa Fowler-Bradley is necessary to fill a critically needed role before 180 days have passed following the date of her retirement from service.

**Fiscal Impact**

The approximate hourly equivalent for the limited duration appointment will be \$100.68, which is the equivalent to the top step of the Court Executive Officer salary range effective April 2025. The total cost for the Retired Annuitant to work in this critical assignment through August 30, 2025 is approximately \$43,795.80. Individuals hired as Retired Annuitants currently do not receive benefits, incentives, compensation in-lieu of benefits, or other forms of compensation in addition to the biweekly rate of pay. Funding for the position will be provided by the Court's General Fund, with salary savings from vacant positions.

**BACKGROUND**

There is a critical need for a Disaster Recovery Operations Consultant to assist the Court with restoring court operations and facility operations due to the severe water intrusion that occurred on May 10, 2025. Government Code Section 7522.56 (c), enacted as part of the California Public Employee's Pension Reform Act of 2013 (PEPRA), allows appointment of a retired employee to

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serve as a Retired Annuitant without reinstatement from retirement or loss or interruption of benefits during an emergency to prevent a stoppage of public business or because the retired person has skills needed to perform work of limited duration. Generally, such an appointment may not be made until 180 days after the retirement of the individual proposed to serve as a Retired Annuitant. There is, however, an exception to the 180-day requirement where the employer certifies the nature of the employment and that the appointment is necessary to fill a critically needed position, and the appointment is approved by the governing body of the employer in a public meeting.

### **DISCUSSION**

The Court needs an experienced court administrator, who has unique expertise and experience, to assess the property damage and destruction of the court facility, work with subcontractors who will be working on repairs, recommend adjustments to public service that will fit within the reduced building footprint with the least detrimental impact on court customers, assist the newly appointed Court Executive Officer and Assistant Court Executive Office by recommending staff redeployment strategies to meet operations needs until the building is returning to pre-disaster capacity, and consult with Court Administration on budget implications caused by the disaster and make suggestions for fiscal modifications or approaches to avoid disruptions of ongoing fiscal responsibilities.

In this instance, the proposed Retired Annuitant, Melissa Fowler-Bradley, has over 30 years of Shasta Court experience, and 47 years total experience in California Courts. She participated in the construction of the Shasta Courthouse and has successfully navigated the Court through two previous disasters and the COVID-19 shut down. She is the only individual who is uniquely qualified to assist the court in the role of Disaster Recovery Operations Consultant. The appointment is of a limited duration, not to exceed 960 hours in a calendar year, and is anticipated to end August 31, 2025.

It is recommended that you adopt the resolution and certify the nature of the employment, and that the appointment of Ms. Fowler-Bradley is necessary to fill a critically needed job function.

Respectfully submitted,



ANITA DES ROCHERS  
Human Resources Manager

Approval Recommended:



CODY STENDERUP  
Court Executive Officer

Attachments: Resolution No. 2025-01

## **RESOLUTION NO. 2025-01**

### **RESOLUTION APPOINTING MELISSA FOWLER-BRADLEY AS A DISASTER RECOVERY OPERATIONS CONSULTANT FOR A LIMITED DURATION BEFORE 180 DAYS FOLLOWING THE DATE OF RETIREMENT UNDER CALIFORNIA GOVERNMENT CODE SECTION 7522.56**

**WHEREAS**, California Government Code section 7522.56, enacted as part of the California Public Employees' Pension Reform Act of 2013 (PEPRA), requires a retired person not be employed by a public employer in the same retirement system from which they received a retirement allowance for a period of 180 days following the date of retirement; and

**WHEREAS**, an exception under Gov. Code 7522.56 (f)(1) allows appointment of a retired person to serve as a Retired Annuitant for a limited term before 180 days following the date of retirement, if the employer certifies the nature of the employment and that the appointment is necessary to fill a critically needed position; and

**WHEREAS**, the exception under Gov. Code 7522.56 (f)(1) requires that the appointment of the Retired Annuitant is approved by the governing body of the employer in a public meeting and may not be placed on a consent calendar; and

**WHEREAS**, there is a critical need at the Superior Court of California, County of Shasta (Court), for a Disaster Recovery Operations Consultant experienced in restoring facilities operations and Court operations for a limited duration; and

**WHEREAS**, Melissa Fowler-Bradley ("Retiree") retired from the Superior Court of California, County of Shasta (Court) effective April 20, 2025; and

**WHEREAS**, Melissa Fowler-Bradley is an experienced court administrator with 30 years of experience with this Court, and 47 years of California Courts experience. She has unique expertise and experience needed to assess property damage and destruction due to water intrusion, work with subcontractors who will be working on repairs, recommend adjustments to public service that will fit within the reduced building footprint with the least detrimental impact on court customers, assist the newly appointed Court Executive Officer by recommending staff redeployment strategies to meet operational needs until the building is returned to pre-disaster capacity, and consult with Court Administration on budget implications caused by the disaster and suggest fiscal modification or approaches to avoid disruption of current fiscal responsibilities.

**WHEREAS**, the Court desires to appoint Retiree to fill a critically needed position to perform work of a limited duration; and

**WHEREAS**, appointment of Retiree to the position of Disaster Recovery Operations Consultant shall be effective May 27, 2025 through approximately August 31, 2025, and will not exceed a total of 960 hours in any fiscal year, and

**WHEREAS**, the Retiree's sole compensation from the Court shall be payable at the hourly equivalent of \$100.68 per hour, and Retiree will not receive any benefit, incentive, compensation in-lieu

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of benefits, or other form of compensation, unless prescribed by law, in addition to this hourly pay rate; and

**WHEREAS**, the rate of pay for the employment shall not be less than the minimum, nor exceed the maximum, paid by the Court to other employees performing comparable duties to the Retiree; and

**WHEREAS**, the Retiree has attained “normal retirement age,” as that term is defined by the Shasta County Employees’ Retirement System, and therefore no bona fide separation is required under Gov. Code section 31485.21; and

**WHEREAS**, the Retiree has received no retirement incentives; and

**WHEREAS**, Retiree has certified that she did not, during the 12-month period preceding the reemployment date of May 27, 2025, receive unemployment insurance arising from prior employment.

**NOW, THEREFORE**, the Honorable Tamara Wood, Presiding Judge, Chair of the Executive Committee, Superior Court of California, County of Shasta, resolves and certifies the nature of the employment and that the appointment of Retiree is necessary to fill a critically needed Disaster Recovery Operations Consultant position before 180 days have passed following the date of her retirement from service, pursuant to California Government Code Section 7522.56.

The foregoing resolution was passed, approved, and adopted by the Honorable Tamara Wood, Presiding Judge, Chair of the Executive Committee of the Superior Court of California, County of Shasta, State of California, this 27<sup>th</sup> day of May 2025.

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The Honorable Tamara Wood  
Presiding Judge, Chair of the Executive Committee  
Superior Court of California, County of Shasta

