

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, to approve Longevity Pay as a category of current and historical special and pensionable compensation provided to management of the Superior Court of California, County of Shasta:

Location: 1515 Court Street, Room 340
Redding, CA 96001
Date: June 29, 2026
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 June 26, 2026, 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. June 26, 2026, 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

Monday, June 29, 2026 – PUBLIC MEETING AGENDA

Item 1: 12:00 p.m.

Resolution to approve longevity pay as a category of current and historical special and pensionable compensation provided to management of the Superior Court of California, County of Shasta.



SUPERIOR COURT OF CALIFORNIA
COUNTY OF SHASTA

Date: June 3, 2026
To: Cody Stenderup, Court Executive Officer
From: Clint Boren, General Counsel
Subject: Resolution Approving Longevity Pay as a Category of Special and Pensionable Compensation for Unrepresented Management Employees of the Superior Court of California, County of Shasta (Resolution No. 2026-02)

Overview

This report recommends adoption of Resolution No. 2026-02 to accept and recognize Longevity Pay as a category of special and pensionable compensation currently and historically provided to the unrepresented management employees of the Court. The proposed resolution would ensure that Longevity Pay as a category of special and pensionable compensation is acceptable for inclusion in the calculation of retirement benefits for unrepresented management employees. The impact of the resolution would not result in any increase in costs to the Court nor would it substantively change any Court procedure.

Recommendation

Adopt attached resolution in an open meeting to approve Longevity Pay as a current and historical special compensation and pensionable compensation paid to members of Court unrepresented management employees to satisfy the requirements of the Government Code and California Code of Regulations to permit Longevity Pay to be included in retirement benefits.

Fiscal Impact

There would be no fiscal impact to the Court. The resolution only recognizes compensation that is currently in place.

BACKGROUND

The California Superior Court, County of Shasta (“the Court”) provides retirement benefits to its employees through the Public Employees’ Retirement System (“PERS”). PERS calculates the retirement benefits of a retired Court employee using their base pay rate and specific categories of “special compensation” as defined by California Code of Regulations Title 2 Section 571 or “pensionable compensation” as defined by California Code of Regulations Title 2 Section 571.1. Since at least 2002, when the Court separated from Shasta County, it has continued to provide Longevity Pay to members of management. Longevity Pay is included in the Court’s publicly available pay schedule (PAPS). PERS has historically accepted the PAPS and the identified Longevity Pay in calculating the benefits of retiring unrepresented management employees of the

Resolution Approving Special Compensation for Unrepresented Management Employees of the Superior Court of California, County of Shasta (Resolution No. 2026-02)

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Court. CalPERS has also accepted both employee and employer contributions over the years based on longevity pay.

Recently, CalPERS has informed the Court that the Longevity Pay will not be included in the calculation of retirement benefits as the Court's current policies regarding the same are not in compliance with California Code of Regulation, Title 2 Sections 571 and 571.1. The Court previously entered Resolution 2026-01 in an attempt to bring Longevity Pay into compliance with PERS requirements; however, PERS determined that the Longevity Pay provision of the Personnel Rules and Policies, as amended, does not satisfy PERS requirements.

DISCUSSION

Ensuring that employees, including unrepresented management employees, receive their full available retirement benefits is of the utmost importance to the Court. To ensure that all categories of pensionable or special compensation are included in the calculation of retirement benefits, the Court intends to revise its Personnel Rules and Policies to amend the Longevity Pay provision which was historically included on the PAPS and accepted by CalPERS. To comply with California Code of Regulations, Title 2 Sections 571 and 571.1, the Court also needs to approve the Longevity Pay as a category of pensionable and special compensation in an open meeting of the executive committee.

It is recommended that you adopt the resolution, approve the changes to the Personnel Rules and Polices and ratify the past payments of Longevity Pay as both pensionable and special compensation.

Respectfully submitted,



CLINT BOREN
General Counsel

Approval Recommended:



CODY STENDERUP
Court Executive Officer

Attachments: Resolution No. 2026-02

RESOLUTION NO. 2026-02

RESOLUTION APPROVING LONGEVITY PAY AS A CATEGORY OF SPECIAL AND PENSIONABLE COMPENSATION FOR UNREPRESENTED MANAGEMENT EMPLOYEES OF THE SUPERIOR COURT OF CALIFORNIA, COUNTY OF SHASTA

WHEREAS, the Superior Court of California, County of Shasta (hereinafter the “Court”) employs management level employees that are not represented by a recognized bargaining unit.

WHEREAS, all unrepresented management employees are entitled to retirement benefits from the California Public Employees’ Retirement System (“PERS”).

WHEREAS, in addition to normal compensation, unrepresented management employees have historically and are currently entitled to categories of “special compensation” as defined by California Code of Regulations, Title 2, Section 571 and categories of “pensionable compensation” as defined by California Code of Regulations, Title 2, Section 571.1.

WHEREAS, the special and pensionable compensation afforded to unrepresented management employees has historically been included in the Court’s Publicly Available Pay Schedule.

WHEREAS, PERS has historically accepted the categories of special and pensionable compensation identified in the Court’s Publicly Available Pay Schedule in calculating retirement benefits.

WHEREAS, PERS has historically and currently accepts employee and employer contributions based on the categories of special and pensionable compensation.

WHEREAS, the Court has become aware that inclusion of the special and pensionable compensation in the Publicly Available Pay Schedule is insufficient to permit PERS to include the compensation in the calculation of retirement benefits based on requirements of California Code of Regulations, Title 2 Sections 571 and 571.1.

WHEREAS, the Court currently provides multiple categories of special and pensionable compensation to unrepresented management employees, including Longevity Pay.

WHEREAS, the Court recognizes that unrepresented management Longevity Pay has been in place and included on the Court’s Publicly Available Pay Schedule since 2002.

WHEREAS, the Court recognizes that the Longevity Pay was approved and properly authorized at all times since 2002 by the Presiding Judge or the Court Executive Officer.

WHEREAS, the Court recognizes January 1, 2002 (the Court’s separation date from the County) as the effective date of the Longevity Pay.

WHEREAS, the Court desires to ensure that all special and pensionable compensation for management level employees, including Longevity Pay, earned over the years is in full compliance with the Government Code and California Code of Regulations to permit the special and pensionable compensation to be included in PERS retirement benefits.

WHEREAS, the Court desires to amend Section 5.18 (Longevity Pay) of the Superior Court of California County of Shasta Personnel Rules and Policies for purpose of ensuring that Longevity Pay will be included in PERS retirement benefits as either special or pensionable compensation. A copy of Section 5.18 is attached hereto and incorporated by reference.

NOW, THEREFORE, the Honorable Tamara L. Wood, Presiding Judge and Chair of the Executive Committee, Superior Court of California, County of Shasta, resolves and certifies as follows:

- The revision to Section 5.18 (Longevity Pay) is approved. A copy of section 5.18 is attached hereto and incorporated by reference.
- The effective date of the Longevity Pay category of compensation is January 1, 2002.

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 29th day of June 2026.

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



ATTACHMENT TO RESOLUTION 2006-02

5.18 LONGEVITY PAY

Management employees other than the Court Executive Officer, the Assistant Court Executive Officer and Commissioners will receive longevity pay effective the first full pay period following the anniversary date based on years of service in a court manager position as identified below. The Longevity Pay is an ongoing and continuous biweekly payment calculated based on the employee's base rate of pay each pay period.

Those with (10) years of service in a court management position and less than fifteen (15) years will receive a total of 5.0% longevity pay, calculated from the base rate of pay set forth in the adopted salary schedule.

Those with fifteen (15) years of service in a court management position and less than twenty (20) years will receive a total of 7.5% longevity pay, calculated from the base rate of pay set forth in the adopted salary schedule.

Those with twenty (20) or more years of service in a court management position will receive a total of 10% longevity pay, calculated from the base rate of pay set forth in the adopted salary schedule.

(The grandfathered effective date of this provision is January 1, 2002 per Resolution 2026-02)