

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 approving 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: February 23, 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 February 20, 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. February 20, 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, February 23, 2026 – PUBLIC MEETING AGENDA

Item 1: 12:00 p.m.

Resolution to approve current and historical special and pensionable compensation provided to management of the Superior Court of California, County of Shasta. The special and pensionable compensation includes longevity pay, POST certifications and additional assignment pay.



SUPERIOR COURT OF CALIFORNIA
COUNTY OF SHASTA

Date: February 4, 2026

To: Cody Stenderup, Court Executive Officer

From: Clint Boren, General Counsel

Subject: Resolution Approving Special and Pensionable Compensation for Unrepresented Management Employees of the Superior Court of California, County of Shasta (Resolution No. 2026-01)

Overview

This report recommends adoption of Resolution No. 2026-01 to accept and recognize categories of special and pensionable compensation currently and historically provided to the unrepresented management employees of the Court. The proposed resolution would ensure that the categories of special and pensionable compensation are 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 the 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 the special and pensionable compensation 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 non-base pay to members of management related to Longevity Pay, P.O.S.T. Certification Pay and Additional Compensation. Each of the three identified categories are included in the Court’s publicly available pay schedule (PAPS). PERS has historically accepted the PAPS and each of

Resolution Approving Special Compensation for Unrepresented Management Employees of the Superior Court of California, County of Shasta (Resolution No. 2026-01)

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the three categories as either special compensation or pensionable compensation in calculating the benefits of retiring unrepresented management employees of the Court. CalPERS has also accepted both employee and employer contributions over the years based on the three categories of compensation.

Recently, CalPERS has informed the Court that the Longevity Pay and the P.O.S.T. Certification 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.

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 include each of the non-base pay categories of compensation that were 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 categories 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 Policies and ratify the past payments of each of the categories of non-base pay compensation as both pensionable and special compensation.

Respectfully submitted,



CLINT BOREN
General Counsel

Approval Recommended:



CODY STENDERUP
Court Executive Officer

Attachments: Resolution No. 2026-01

RESOLUTION NO. 2026-01

**RESOLUTION APPROVING 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 three categories of special and pensionable compensation to unrepresented management employees; specifically, Longevity Pay, P.O.S.T. Certification Pay and Additional Assignment Pay.

WHEREAS, the Court recognizes that unrepresented management Longevity Pay, P.O.S.T. Certification Pay and Additional Assignment Pay have been in place and included on the Court’s Publicly Available Pay Schedule since 2002.

WHEREAS, the Court recognizes that the Longevity Pay, P.O.S.T. Certification Pay and Additional Assignment Pay were approved and properly authorized at all times since 2002 by the Presiding Judge or the Court Executive Officer.

WHEREAS, the Court recognizes a January 1, 2002 effective date of the Longevity Pay, P.O.S.T. Certification Pay and Additional Assignment Pay, since it’s separation from the County.

WHEREAS, the Court desires to ensure that all special and pensionable compensation for management level employees 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), Section 5.19 (P.O.S.T. Certification Pay) and Section 5.20 (Additional Assignment Pay) of the Superior Court of California County of Shasta Personnel Rules and Policies for purpose of ensuring that the three categories of compensation will be included in PERS retirement benefits as either special or pensionable compensation. Copies of Section 5.18, Section 5.19, and Section 5.20 are 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 revisions to Section 5.18 (Longevity Pay), Section 5.19 (P.O.S.T. Certification Pay) and Section 5.20 (Additional Assignment Pay) are approved. Copies of Section 5.18, Section 5.19, Section 5.20 and Section 5.21 are attached hereto and incorporated by reference.
- The effective date of Longevity Pay, P.O.S.T. Certification Pay and Additional Assignment Pay categories 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 23rd day of February 2026.

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



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 that meets the following required years of full-time service in a court management position.

- 5.18.1 Those with (10) years of full-time 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.
- 5.18.2 Those with fifteen (15) years of full-time 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.
- 5.18.3 Those with twenty (20) or more years of full-time 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 2026-01)

5.19 P.O.S.T. CERTIFICATION PAY

A management employee assigned to the classification of Marshal or Marshal's Lieutenant who holds an Intermediate P.O.S.T. Certificate shall receive four and one-half percent (4.5%) above the base salary for their class. Employees who hold an Advanced P.O.S.T. Certificate shall receive an additional three and one-half percent (3.5%) for a total of eight percent (8%) above the base salary for their class. Employees who hold a Management P.O.S. T. Certificate shall receive four percent (4%) above the base salary for their class. Employees who hold P.O. S.T. Intermediate, Advanced, and Management certificates would receive a total of twelve percent (12%) above the base salary for their classification.

(The grandfathered effective date of this provision is January 1, 2002 per Resolution 2026-01)

5.20 ADDITIONAL ASSIGNMENT PAY

The Court Executive Officer may add an additional five (5%) of base pay to the salary of an appointed manager if the manager's duties include oversight of multiple major programs and one or more of the programs are not typical of programs assigned to peer managers in other similar sized divisions.

(The grandfathered effective date of this provision is January 1, 2002 per Resolution 2026-01)