



COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: June 24, 2025

TO: Board of Supervisors

FROM: **Steve Rose, Human Resources Director**

SUBJECT: Resolution appointing Susan Kadera as an Interim Human Resources Director per Government Code section 21221(h)

RECOMMENDATION: Adopt the attached Resolution.

FUNDING: The cost of this expenditure will be paid from the Human Resources fiscal year 25-26 budget.

BACKGROUND:

Effective July 2, 2025, the Human Resources Director position will be vacant. The County wishes to fill the position with an interim appointment of a retired annuitant while it conducts a recruitment to fill the position on a permanent basis. A CalPERS retired annuitant, Susan Kadera, meets the special skills requirements of the position and is available to work for us on an interim basis.

CalPERS limits the ability of retired annuitants to work during retirement for a CalPERS employer such as the County of Nevada. However, CalPERS makes allowance for retired annuitants to work under certain guidelines. Government Code section 21221 (h) sets for the conditions upon which a retired annuitant may work for a CalPERS employer. Under Section 21221 (h), a retired annuitant may be hired in an interim capacity while the employer continues to recruit for the said position.

(h) Upon interim appointment by the governing body of a contracting agency to a vacant position during recruitment for a permanent appointment and deemed by the governing body to require specialized skills or during an emergency to prevent stoppage of public business. A retired person shall only be appointed once to this vacant position. These appointments, including any made concurrently pursuant to Section 21224, shall not exceed a combined total of 960 hours for all employers each fiscal year. The compensation for the interim appointment shall not exceed the maximum monthly base salary paid to other employees performing comparable duties as listed on a publicly available pay schedule for the vacant position divided by 173.333 to equal an hourly rate. A retired person appointed to a vacant position pursuant to this subdivision shall not receive any benefits, incentives,

compensation in lieu of benefits, or any other forms of compensation in addition to the hourly rate. A retired annuitant appointed pursuant to this subdivision shall not work more than 960 hours each fiscal year regardless of whether he or she works for one or more employers.

The County is actively pursuing a recruitment for this role with an expectation that the position is filled on or about January 1, 2026.

If approved by your Board, Ms. Kadera, as interim Director of Human Resources, will work until a permanent replacement has been hired or not to exceed 960 hours in a fiscal year at a rate of \$14,144.89 per month (\$81.60 per hour). The monthly and hourly rates represent Step B of the range for this position.

Your consideration of this item is appreciated.

Approved by: Steve Rose, Human Resources Director