



CITY OF ORLAND
EXTRA-HELP RETIRED ANNUITANT APPOINTMENT
(Government Code Sections 21224 and 7522.56)

Pursuant to approval by the City Council at its regular meeting of August 18, 2026, the City of Orland (“City”) hereby appoints Peter R. Carr (“Appointee”) as a temporary, at-will, extra-help retired annuitant on the following terms. This is an appointment to temporary employment as a retired annuitant under the Public Employees’ Retirement Law; it is not an independent contractor engagement and does not create any right to continued employment.

1. Position; Duties. Appointee is appointed as an extra-help retired annuitant providing administrative and advisory support to the City Manager, including any Acting or Interim City Manager (“CM”). Duties consist of drafting, reviewing, and editing documents; analyzing data, reports, and proposals; researching best practices and drafting RFP documents; assisting with recruitment and organizational development; and providing advisory assistance to department heads and the City Attorney — in each case only as directed by the CM. Appointee shall not act as, or exercise the authority of, the City Manager, shall not fill a position on the City’s organization chart, and shall have no authority to make decisions for, act on behalf of, or bind the City.

2. Term. The appointment is effective August 19, 2026 and continues through the earlier of (a) thirty days after a permanent City Manager commences service, or (b) December 31, 2026, unless extended by the City Council. The appointment is at-will and may be ended by either party at any time, with or without cause or notice. The work is of limited duration tied to the City Manager recruitment and is not indefinite.

3. Hours; 960-Hour Limit. Appointee shall work part-time, on an intermittent, as-needed basis as directed by the CM. Total hours worked for the City, combined with hours worked for all other CalPERS-covered employers, shall not exceed 960 hours in any fiscal year (July 1 through June 30). Appointee shall promptly notify the City of any other CalPERS-covered employment. Work may be performed remotely and outside normal business hours. Appointee shall record all time worked (including telephone, text, email, writing and review, and remote meetings) in increments of one-quarter hour on timesheets submitted to and approved by the CM.

4. Compensation. Appointee shall be paid \$100.00 per hour for actual hours worked, and only for actual hours worked. This rate is within the minimum-to-maximum monthly base salary range paid for comparable duties (the City Manager classification) on the City’s publicly available salary schedule, divided by 173.333, as required by Government Code sections 21224 and 7522.56(d). Appointee shall receive no retainer, minimum guarantee, benefit, incentive, or compensation in lieu of benefits, or any other form of compensation in addition to the hourly rate. The City shall withhold and pay payroll taxes as required by law for employees, and Appointee is covered by the City’s workers’ compensation insurance. As a retired annuitant of a public entity, Appointee is excluded from paid sick leave pursuant to Labor Code section 245.5(a). Reimbursement of actual

and necessary expenses (including mileage at the standard federal rate for CM-authorized travel) may be made in accordance with City policy and is not compensation.

5. No CalPERS Membership; Reporting. This appointment is excluded from CalPERS membership, and no service credit accrues. The City shall enroll Appointee in myCalPERS as a retired annuitant and report hours worked and pay rate each pay period as required by CalPERS.

6. Eligibility Certifications. Appointee certifies that: (a) he retired for service from CalPERS more than 180 days before the effective date of this appointment; (b) he has not received any unemployment compensation arising out of prior employment with a public employer during the 12 months preceding this appointment; (c) he did not receive a retirement incentive upon retirement; (d) this appointment was not agreed to, promised, or arranged prior to his retirement; and (e) he has no other CalPERS-covered employment except as disclosed in writing to the City.

7. Acknowledgment of Restrictions. The parties acknowledge that employment in violation of the retired annuitant provisions of the Public Employees' Retirement Law may result in retroactive reinstatement from retirement, repayment obligations, and assessment of contributions, interest, and fees against Appointee and the City. Each party shall cooperate to maintain compliance, including monitoring hours and responding to any CalPERS inquiry.

8. Work Product; Confidentiality; Conflicts; Conduct. All work product prepared by Appointee is the property of the City and may be subject to the California Public Records Act. Appointee shall not disclose confidential or privileged City information except as authorized by the CM or the City Attorney or as required by law, shall handle privileged materials only at the direction of the City Attorney, and shall comply with all applicable conflict-of-interest laws (including the Political Reform Act and Government Code section 1090), the City's conflict-of-interest code (including Form 700 filing as directed), and the City's policies prohibiting unlawful harassment, discrimination, and retaliation. These obligations survive the end of the appointment.

9. Entire Terms. This Appointment states the complete terms of Appointee's employment and supersedes the Professional Services Agreement effective July 22, 2026, which has been terminated by separate agreement. Any modification requires City Council approval.

ACCEPTED AND ACKNOWLEDGED:

DATED: August __, 2026

Peter R. Carr, Appointee

CITY OF ORLAND

DATED: August __, 2026

Justin Chaney, Interim City Manager

APPROVED AS TO FORM:

Scott Drexel
City Attorney

ATTEST:

Jennifer Schmitke
City Clerk