

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



ITEM: 3.17  
(ID # 30789)

**MEETING DATE:**  
Tuesday, June 23, 2026

**FROM :** DISTRICT ATTORNEY

**SUBJECT:** DISTRICT ATTORNEY: Adoption of Resolution No. 2026-138 Approving an Exception to the 180-Day Wait Period for Employing a Retired Annuitant for Michelle D. Paradise as an Assistant District Attorney pursuant to Government Code Sections 7522.56 and 21224, All Districts. [Total Cost - \$149,411, Source of Fund – 100% NCC]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Adopt Resolution No. 2026-138 Approving an Exception to the 180-day Wait Period for Employing a Retired Annuitant for Michelle D. Paradise as an Assistant District Attorney pursuant to Government Code Sections 7522.56 and 21224;
2. Authorize the Chairperson to sign two (2) copies of the resolution; and
3. Direct the Clerk of the Board to retain one (1) copy of the signed resolution and return one (1) copy to the Human Resources Retirement Division for distribution.

**ACTION:Policy**


  
\_\_\_\_\_  
Jared Haringsma 6/17/2026

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Perez, seconded by Supervisor Gutierrez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez  
Nays: None  
Absent: None  
Date: June 23, 2026  
xc: DA, HR

Kimberly A. Rector  
Clerk of the Board  
By:   
\_\_\_\_\_  
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$ 1,235	\$ 148,176	\$ 149,411	\$ 0
<b>NET COUNTY COST</b>	\$ 0	\$ 0	\$ 0	\$ 0
<b>SOURCE OF FUNDS:</b> Departmental Budget (100%)			<b>Budget Adjustment:</b>	No
			<b>For Fiscal Year:</b> FY25/26-FY 26-27	

**C.E.O. RECOMMENDATION:** Approved

**BACKGROUND:**

**Summary**

As shared during the June 8, 2026 Budget Hearings, the District Attorney's Office has experienced an unusual loss of executive-level institutional knowledge and administrative leadership within the last year and requires immediate temporary assistance to maintain continuity of critical administrative and operational initiatives supporting the effective delivery of prosecutorial services.

Michelle Paradise possesses a unique combination of qualifications and institutional knowledge that are not readily available through the normal recruitment process. Prior to her retirement, Ms. Paradise served as Assistant County Executive Officer overseeing Riverside County's Public Safety Portfolio, including strategic coordination and collaboration with the District Attorney, Sheriff, Public Defender, Probation Department, Fire Department, Emergency Management Department, County Counsel, and other justice system partners. Prior to serving as Assistant County Executive Officer, Ms. Paradise spent more than twenty-five years with the Riverside County District Attorney's Office, culminating in her service as Assistant District Attorney.

Ms. Paradise's experience provides an exceptional understanding of both the internal operations of the District Attorney's Office and the broader county systems with which the office regularly interacts. Her institutional knowledge and executive-level experience will allow her to immediately provide specialized assistance and continuity on time-sensitive projects and initiatives without the extensive orientation or transition period that would otherwise be required.

The temporary appointment is necessary to provide specialized administrative and operational support, including coordinating with County departments and justice partner agencies regarding administrative and operational initiatives; providing subject matter expertise concerning County policies, procedures, budgeting, procurement, contracting, and organizational processes; assisting with the drafting, review, and implementation of memoranda of understanding, interagency agreements, and other operational documents; conducting research and analysis relating to special assignments and strategic initiatives; providing consultation, training, and transition support relating to administrative operations

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

and policy implementation; and reviewing, revising, and modernizing office policies, protocols, and administrative procedures.

Because of her recent service as Assistant County Executive Officer, Ms. Paradise possesses current knowledge of County administrative practices, organizational structures, executive decision-making processes, and interdepartmental coordination procedures. Combined with her extensive prosecutorial leadership experience as Assistant District Attorney, she is uniquely qualified to assist the District Attorney's Office with complex administrative and interagency initiatives during this transitional period.

The District Attorney's Office has determined that no other available candidate possesses the same combination of executive-level public safety experience, institutional knowledge, prosecutorial leadership background, and familiarity with Riverside County operations. Her temporary appointment will provide immediate continuity on ongoing initiatives, preserve institutional knowledge, minimize disruption to critical projects, and support the effective administration of the office while longer-term staffing solutions are evaluated and implemented.

The appointment will be temporary and limited-term in nature and will comply with all applicable retired annuitant restrictions, including the 960-hour limitation. Ms. Paradise will not supervise employees, conduct evaluations, exercise managerial authority over personnel, or fill a permanent vacancy.

Accordingly, the District Attorney's Office has determined that the temporary appointment of Retired Annuitant, Michelle D. Paradise, to Assistant District Attorney, is necessary to fill a critically needed position requiring specialized skills pursuant to Government Code section 7522.56(f)(1). Subject to the Board of Supervisors' adoption of Resolution No. 2026-138, the appointment will become effective June 29, 2026.

**Impact on Residents and Businesses**

Approval of this request will minimize disruption to ongoing public safety and administrative initiatives, preserve operational continuity during a transitional period, and support continued coordination among County justice partners. The temporary appointment will assist the District Attorney's Office in maintaining efficient administrative operations and timely implementation of initiatives that support services provided to Riverside County residents and businesses.

**Additional Fiscal Information**

This position will be funded through departmental budget allocation, and no new county funds are required.

SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA

ATTACHMENT.

**Exhibit A:** Resolution No. 2026-138 A Resolution of the Board of Supervisors of the County of Riverside Approving an Exception to the 180-Day Wait Period for Employing a Retired Annuitant for Michelle D. Paradise as an Assistant District Attorney (Pursuant to Government Code Sections 7522.56 & 21224); Employment Agreement



Jeff Van Wageningen, County Executive Officer 6/17/2026

**RESOLUTION NO. 2026-138**

**A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF RIVERSIDE APPROVING AN EXCEPTION TO THE 180-DAY WAIT PERIOD FOR EMPLOYING A RETIRED ANNUITANT FOR MICHELLE D. PARADISE AS AN ASSISTANT DISTRICT ATTORNEY**

(Pursuant to Government Code Sections 7522.56 & 21224)

**WHEREAS**, in compliance with Government (Gov.) Code section 7522.56, the County of Riverside must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or her retirement date; and

**WHEREAS**, Michelle D. Paradise, CalPERS ID [REDACTED], will retire from the County of Riverside, Executive Office in the position of Assistant County Executive Officer, effective June 25, 2026; and

**WHEREAS**, Gov. Code section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is December 23, 2026, without this certification resolution; and

**WHEREAS**, Gov. Code section 7522.56 provides that this exception to the 180-day wait period shall not apply if the retiree accepts any retirement-related incentive; and

**WHEREAS**, the Board of Supervisors, the County of Riverside and Michelle D. Paradise certify that Michelle D. Paradise has not and will not receive a Golden Handshake or any other retirement-related incentives; and

**WHEREAS**, the Board of Supervisors hereby appoints Michelle D. Paradise as an extra help retired annuitant to perform the duties of an Assistant District Attorney for the County of Riverside under Government Code section 21224, effective June 29, 2026; and

**WHEREAS**, the entire employment agreement, contract or appointment document between Michelle D. Paradise and the County of Riverside has been reviewed by this body and is attached herein; and

**WHEREAS**, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

**WHEREAS**, the employment shall be limited to 960 hours per fiscal year for all CalPERS employers; and

**WHEREAS**, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

**WHEREAS**, the maximum base salary for this position is \$27,789.64 monthly and the hourly equivalent is \$160.32, and the minimum base salary for this position is \$19,760.35 monthly and the hourly equivalent is \$114.00; and

**WHEREAS**, the hourly rate paid to Michelle D. Paradise will be \$154.35; and

**WHEREAS**, Michelle D. Paradise has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate; and

**NOW, THEREFORE, BE IT RESOLVED, DETERMINED AND ORDERED**, by the Board of Supervisors of the County of Riverside assembled in regular session on June 23, 2026, at 9:30 a.m. or soon thereafter, in the meeting room of the Board of Supervisors located on the 1<sup>st</sup> floor of the County Administrative Center, 4080 Lemon St. Riverside, California, as follows:

1. The Board hereby finds and declares that the above recitals are true and correct.
2. The Board hereby certifies that the nature of the appointment of Michelle D. Paradise as described herein and detailed in the attached employment document and that this appointment is necessary to fill the critically needed position of Assistant District Attorney for the County of Riverside by June 29, 2026 due to the unusual loss of executive-level institutional knowledge and the immediate need for specialized administrative and operational support within the District Attorney's Office. Ms. Paradise possesses a uniquely valuable combination of qualifications and extensive institutional knowledge gained through more than twenty-five years of service with the Riverside County District Attorney's Office, including her tenure as Assistant District Attorney, as well as her recent service as Assistant County Executive Officer overseeing the County's Public Safety Portfolio. Her background provides immediate, specialized expertise in County policies, administrative operations, interagency coordination, strategic initiatives, and prosecutorial system functions that cannot be readily obtained through the normal recruitment process. Her temporary appointment is required to maintain continuity of critical administrative and operational initiatives; provide expert guidance on County policies, budgeting, procurement, contracting, and organizational processes; support interdepartmental and justice partner coordination; assist with drafting and implementation of operational documents; and conduct research, analysis, and transition support on specialized assignments. No other available candidate possesses this combination of executive-level public safety experience, institutional understanding, and prosecutorial leadership. This appointment will be temporary, limited in scope, compliant with all applicable retired-annuitant restrictions including the 960-hour limit, and will not involve supervision or the exercise of managerial authority.
3. The Board hereby designates Karen Spiegel, Chair of the Board of Supervisors, to sign for and execute documents pertaining to Resolution No. 2026-138.

Adopted at a regular meeting of the Board of Supervisors of the County of Riverside at 4080 Lemon Street, 1st floor, Board Chambers, Riverside, CA 92501, this 23th day of June, 2026.

Signed: Karen S. Spiegel  
Karen Spiegel, Chairperson, Board of Supervisors

Attest: Kimberly Rector  
Kimberly Rector, Clerk of the Board

FORM APPROVED COUNTY COUNSEL  
BY: Tawny V. Lieu 6/17/26  
TAWNY V. LIEU DATE

**RESOLUTION NO. 2026-138**

**THIS RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY RIVERSIDE APPROVING AN EXCEPTION TO THE 180-DAY WAIT PERIOD FOR EMPLOYING A RETIRED ANNUITANT FOR MICHELLE D. PARADISE AS AN ASSISTANT DISTRICT ATTORNEY (PURSUANT TO GOVERNMENT CODE SECTIONS 7522.56 & 21224) WAS PASSED** by the Board of Supervisors of the County of Riverside at a regular meeting thereof on June 23, 2026 by the following vote:

AYES: Medina, Spiegel, Washington, Perez, Gutierrez

NAYS: None

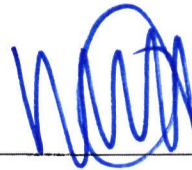
ABSENT: None

ABSTAIN: None

The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the date therein set forth.

KIMBERLY A. RECTOR, Clerk of said Board

By: \_\_\_\_\_



Deputy



County of Riverside  
**ASSISTANT DISTRICT ATTORNEY**

<b>CLASS CODE</b>	78539	<b>SALARY</b>	\$114.00 - \$160.32 Hourly \$19,760.35 - \$27,789.64 Monthly \$237,124.17 - \$333,475.62 Annually
<b>BARGAINING UNIT</b>	Management Resolution - Management	<b>ESTABLISHED DATE</b>	March 31, 2005
<b>REVISION DATE</b>	August 12, 2008		

**Class Concept**

Under general direction, to assist in the planning, administration, and operation of the District Attorney's Office; to direct the department in the absence of the District Attorney, or when so assigned; and to do other related duties as required.

This is the assistant to the District Attorney of the District Attorney's Office, and exercises administrative and technical supervision over divisions of the organization. This class differs from the next level of Chief Assistant District Attorney in that the latter class works in conjunction with the District Attorney in the development and implementation of departmental policy and directing the activities of the overall department.

This class has been designated At-Will by the Board of Supervisors, in accordance with the provisions provided under Article 6, Section 601E (2), (5) or (6) of the County Management Resolution and serves at the pleasure of the District Attorney.

**Examples of Essential Duties (may include but not limited to)**

- Assists in the planning and coordination of the activities of the District Attorney's Office.
- Assists the District Attorney in planning and developing policies, goals, and procedures.
- Supervises through subordinates the overall selection, training, and professional development of deputy attorneys; coordinates the investigative efforts of attorneys, investigators, and other law enforcement agencies.
- Confers with judges and other members of the criminal justice system regarding policies and procedures of the District Attorney's Office; monitors proposed, pending, and new legislation affecting prosecution.
- Assists the Grand Jury by offering counsel, presenting evidence for indictments, conducting investigations, and drawing indictments upon their request.

- Conducts press conferences on behalf of the District Attorney; represents the District Attorney at a variety of public and professional meetings.
- May direct the prosecution of major or highly complex criminal cases.
- Assists the District Attorney in evaluating the costs and benefits of items proposed for the annual departmental budget.

### **Recruiting Guidelines**

Experience: Sufficient experience in the practice of law that would provide the knowledge and abilities listed.

Knowledge of: The duties, powers, limitations, and authority of the District Attorney's Office; methods and problems of administering the operations of a District Attorney's Office; methods and techniques of personnel and office management; legal principles and their application, with emphasis on prosecution; California statutory and case law; rules of evidence and the conduct of court proceedings.

Ability to: Direct and coordinate the operations of the District Attorney's Office; analyze difficult and complex legal problems and apply legal principles and practices; perform legal research; present legal arguments and statements of fact clearly and logically in written and oral form; establish and maintain effective relationships with other County departments, criminal justice agencies, and the public.

### **Other Requirements**

License/Certificate: Active membership in the State Bar of California.

Possession of a valid California Driver's License is required.

Must be able to pass an extensive background check.

### **Pre-Employment**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

### **Probationary Period**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.



Re: Conditional Offer of Employment, Req# \_\_\_\_\_

Dear Michelle D. Paradise -

On behalf of the Temporary Assignment Program, I am pleased to offer you a temporary short-term position as a Temporary Assistant Retired Annuitant in the role of Assistant District Attorney

In this position your compensation will be \$ 154.35 per hour.

This offer of temporary short-term employment will expire three (3) business days from the date of this letter. Please accept this offer electronically within the prescribed amount of time, so that we can move forward with the next step in the hiring process.

This position will be considered a non-exempt position for the purposes of federal wage-hour law, which means that you will be eligible for overtime pay for hours worked in excess of 40 in a given work week as defined by the County of Riverside. As a CalPERS retired annuitant, we are unable to offer any other benefits, incentive, compensation in lieu of benefits, or other forms of compensation in addition to the hourly pay rate stated above.

Temporary assignments must not exceed 960 hours in a fiscal year, although all assignments are "at-will" and thus subject to end earlier.

The offer described above is contingent upon the following:

- Results of your reference/background checks. This will include, at minimum, a criminal records check through the California Department of Justice (DOJ) and FBI, Live Scan, and, for some positions, successful completion of a background investigation or clearance and maintenance of the Sheriff's Level One Security background investigation.
- Results of a satisfactory drug and alcohol screening test and a physical examination designed solely to determine your physical ability to perform the duties of the position being offered to you. The physical examination and drug test must be completed prior to employment commencing.

We recognize that you retain the option, as does the Temporary Assignment Program, of ending your employment with the Temporary Assignment Program at any time, with or without notice and with or without cause. As such, your employment with the Temporary Assignment Program is at-will and neither this letter nor any other oral or written representations may be considered a contract.

Should you have any questions, please do not hesitate to contact me at (951) 955-9178.

Sincerely,

Human Resources Department

I agree to the terms of employment set forth above.

Signature \_\_\_\_\_

Date \_\_\_\_\_

**Tami Douglas-Schatz**  
HR Director

**Shondi Miller**  
Assistant HR Director

**Ronak Patel**  
Assistant HR Director

**Julia Luna**  
Assistant HR Director