



**Side Letter Agreement with the Lake County Employee's Association, Unit 3, 4, and 5
Regarding Amendment to the October 21, 2020 to October 20, 2021 and
October 21, 2021 to June 30, 2025 MOUs**

In 2014-2015, the County, with the exception of the correctional officer group, moved from a five-step plus longevity plan to a twelve-step plan. This change moved the longevity steps previously provided to employees from special compensation to base pay. During the years that followed, the structure of movement through steps 6 through 12 based on length of service was devalued by advanced step hiring that exceeded steps 1 through 5.

CalPERS issued an advisory to all California public employers who participate in that system warning that longevity pay is a form of special compensation has informally determined that longevity pay written as written in the bargaining unit MOUs and employee wages and benefit resolutions to be non-compliant with the Public Employees' Retirement Law (PERL). However, CalPERS has afforded the County of lake with the opportunity to correct the error. Therefore, the Lake County Employee's Association (LCEA) bargaining unit and the County of Lake hereby agree to the following methodology to do so, which will be the least impactful to all County employees and already retired employees. That methodology is as follows:

Longevity language in the LCEA MOU shall be modified as follows:

Longevity pay for permanent, employees hired after October 21, 2020 shall be based on cumulative years of service and total hours worked (excluding overtime) and provided as follows:

| | |
|---------------------------|-------------------|
| 10 years and 20,800 hours | 2.5% of base pay |
| 15 years and 31,200 hours | 5 % of base pay |
| 20 years and 41,600 hours | 7.5 % of base pay |
| 25 years and 52,000 hours | 10% of base pay |
| 30 years and 62,400 hours | 12.5% of base pay |
| 35 years and 72,800 hours | 15% of base pay |

Longevity pay for permanent, employees who were hired into an allocated position prior to October 21, 2020 shall be provided credit for continuous service in an allocated position with the County of Lake at the longevity pay earned at that time. Eligibility for future longevity pay shall be based on no less than five years of continuous service from the date of last longevity pay received.

COUNTY OF LAKE

Jessica Pyska
Jessica Pyska (Jun 28, 2023 14:11 PDT)

Chairman,
Board of Supervisors

06/28/2023

Date



LAKE COUNTY EMPLOYEE'S ASSOCIATION

Adrian Just
Adrian Just (Mar 6, 2023 08:39 PST)

President, LCEA Date

Carl F. Carr, Jr.
Carl F. Carr, Jr. (Mar 6, 2023 08:41 PST)

Representative, LCEA Date











Longevity Correction Side Letter LCEA Unit 3,4,5

Final Audit Report

2023-03-06

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