

1                   **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**  
2                                   **RESOLUTION NO. \_\_\_\_\_**

3                   **RESOLUTION CLARIFYING RESOLUTION NO. 2023-20 ESTABLISHING SALARY**  
4                   **AND BENEFITS FOR MANAGEMENT EMPLOYEES FOR THE PERIODS OF**  
5                                   **NOVEMBER 1, 2020 to OCTOBER 31, 2021 and**  
6                                   **NOVEMBER 1, 2021 TO JUNE 30, 2025**

7                   **WHEREAS**, Resolution No. 2021-124 and 2020-151 established salary and benefits for  
8                   Management employees in response to the implementation of the 2019 CPS-HR  
9                   Classification and Compensation Study; and

10                  **WHEREAS**, the implementation included a conversion from a twelve step salary  
11                  schedule to a five step salary step schedule, including longevity provisions; and

12                  **WHEREAS**, this conversion unintentionally resulted in a conflict with CalPERS language  
13                  pertaining to longevity pay; and

14                  **WHEREAS**, to resolve this conflict the County of Lake Board of Supervisors adopted  
15                  Resolution No. 2023-20, which amended Resolution Nos. 2020-124 and 2021-151; and

16                  **WHEREAS**, it is necessary to clarify the longevity language in Resolution No. 2023-20  
17                  to ensure compliance with CalPERS and to ensure employee compensation is  
18                  consistent, equitable and in accordance with County intent and CalPERS reportable  
19                  compensation requirements; and

20                  **NOW, THEREFORE, BE IT RESOLVED** By the Board of Supervisors, County of Lake,  
21                  State of California, that it finds, determines and, hereby declares that:

22                  Longevity language in Resolution No. 2023-20 shall be clarified as follows:

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

26                  10 years and 20,800 hours	2.5% of base pay
27                  15 years and 31,200 hours	5% of base pay
28                  20 years and 41,600 hours	7.5% of base pay
29                  25 years and 52,000 hours	10% of base pay
30                  30 years and 62,400 hours	12.5% of base pay
35 years and 72,800 hours	15% of base pay

31                  **Clarification for employees hired prior to October 21, 2020, with Less than 10**  
32                  **years of Service**

33                  Longevity Pay for permanent employees who were hired into an allocated position prior  
34                  to October 21, 2020, who do not currently hold a longevity step and have less than 10  
35                  years of service shall be based on cumulative years of service and total hours worked  
36                  (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

**Clarification for employees hired prior to October 21, 2020, with More Than 10 Years of Service**

Longevity Pay for permanent employees who were hired into an allocated position prior to October 21, 2020, who do not currently hold a longevity step and have over 10 years of continuous service, shall receive Longevity Step 1 retroactively to October 21, 2020.

**Clarification for Future Longevity Pay**

Eligibility for future longevity pay will be earned no less than five years and 10,400 hours of continuous service from the date of last longevity.

All other provisions of Resolution Nos. 2023-20, 2021-124, and 2020-151 shall remain in full force and effect.

**RESOLUTION NO.** \_\_\_\_\_

**THIS RESOLUTION** was passed and adopted by the Board of Supervisors, County of Lake, State of California at a regular meeting thereof on \_\_\_\_\_, 2023, by the following vote:

AYES:

NOES:

ABSENT OR NOT VOTING:

ATTEST: SUSAN PARKER  
Clerk to the Board of Supervisors

COUNTY OF LAKE

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

\_\_\_\_\_  
Chair, Board of Supervisors  
AUDITOR REVIEW:  
JENAVIVE HERRINGTON  
Auditor – Controller

APPROVED AS TO FORM:  
Lloyd Guintivano  
County Counsel



