



**Clarification to Longevity 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**

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

**Clarification for employees hired prior to October 21, 2020**

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 less than 10 years of service 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, who do not currently hold a longevity step and have over 10 years of continuous service, shall receive Longevity Step 1 following execution of this agreement retroactively to October 21, 2020.

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.

COUNTY OF LAKE

\_\_\_\_\_  
Chairman,  
Board of Supervisors

\_\_\_\_\_  
Date

LAKE COUNTY EMPLOYEE'S ASSOCIATION

*Adrian Just*

Adrian Just (Jun 6, 2023 13:50 PDT)

\_\_\_\_\_  
President, LCEA

\_\_\_\_\_  
Date

*CG*  
Carl Carr (Jun 6, 2023 14:25 PDT)

\_\_\_\_\_  
Representative, LCEA

\_\_\_\_\_  
Date











# Clarification Longevity Side Letter LCEA Unit 3,4,5

Final Audit Report

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