



**Side Letter Agreement with the Lake County Deputy District Attorney's Association, Unit 8
Regarding the 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 Deputy District Attorney's Association (LCDDA) 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 LCDDA 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 DEPUTY DISTRICT
ATTORNEY'S ASSOCIATION

Rachel Vallergera
Rachel Vallergera (Feb 17, 2023 12:37 PST)

Representative
of the LCDDA

Date



Longevity Correction Side Letter LCDDA Unit 8

Final Audit Report

2023-02-17

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