

1 **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**
2 **RESOLUTION NO. 2023-86**

3 **RESOLUTION CLARIFYING RESOLUTION NO. 2023-21 AMENDING**
4 **MEMORANDA OF UNDERSTANDING BY AND BETWEEN THE LAKE COUNTY**
5 **SHERIFF'S MANAGEMENT ASSOCIATION AND THE COUNTY OF LAKE FOR**
6 **THE PERIODS OF NOVEMBER 1, 2020, to OCTOBER 31, 2021,**
7 **and NOVEMBER 1, 2021, To JUNE 30, 2025**

8 **WHEREAS**, Memoranda of Understanding were approved by the County of Lake Board
9 of Supervisors establishing salary and benefits for the Lake County Sheriff's
10 Management Association in response to implementation of the 2019 CPS-HR
11 Classification and Compensation Study; and

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

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

16 **WHEREAS**, to resolve this conflict the County of Lake Board of Supervisors adopted
17 Resolution No. 2023-21, which amended said Memoranda of Understanding; and

18 **WHEREAS**, it is necessary to clarify the longevity language in Resolution No. 2023-21
19 to ensure compliance with CalPERS and to ensure employee compensation is
20 consistent, equitable and in accordance with County intent and CalPERS reportable
21 compensation requirements; and

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

24 Longevity language in Resolution No. 2023-21 shall be clarified as follows:

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

28 10 years and 20,800 hours	2.5% of base pay
29 15 years and 31,200 hours	5% of base pay
30 20 years and 41,600 hours	7.5% of base pay
31 25 years and 52,000 hours	10% of base pay
32 30 years and 62,400 hours	12.5% of base pay
33 35 years and 72,800 hours	15% of base pay

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

36 Longevity Pay for permanent employees who were hired into an allocated position prior
37 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

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 No. 2023-21 and the Memoranda of Understanding for the Lake County Sheriff's Management Association signed on 10/20/2020 and 9/28/202 shall remain in full force and effect.

RESOLUTION NO. 2023-86

THIS RESOLUTION was passed and adopted by the Board of Supervisors, County of Lake, State of California at a regular meeting thereof on June 27, 2023, by the following vote:

AYES: Supervisors Simon, Sabatier, Crandell, Green, and Pyska

NOES: None

ABSENT OR NOT VOTING: None

ATTEST: SUSAN PARKER
Clerk to the Board of Supervisors

COUNTY OF LAKE

By: Johanna Delong
Johanna Delong (Jun 28, 2023 14:01 PDT)

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

APPROVED AS TO FORM:
LLOYD C. GUINTIVANO
County Counsel



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