

1 **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**
2 **RESOLUTION NO. 2023-83**

3 **RESOLUTION CLARIFYING RESOLUTION NO. 2023-18 ESTABLISHING SALARY**
4 **AND BENEFITS FOR CONFIDENTIAL UNIT, SECTION A, FOR THE PERIODS OF**
5 **OCTOBER 21, 2020, to OCTOBER 20, 2021, and OCTOBER 21, 2021**
6 **TO JUNE 30, 2025**

7 **WHEREAS**, Resolution Nos. 2020-149 and 2021-122 established salary and benefits
8 for Confidential Unit, Section A employees in response to the implementation of the
9 2019 CPS-HR 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. 2023-18, which amended Resolution Nos. 2020-149 and 2021-122; and

16 **WHEREAS**, it is necessary to clarify the longevity language in Resolution No. 2023-18
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. 2023-18 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. 2023-18, 2020-149 and 2021-122 shall remain in full force and effect.

RESOLUTION NO. 2023-83

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 GUINTIVANO
County Counsel

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