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2 **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**
3 **RESOLUTION NO. 2023-20**

4 **RESOLUTION AMENDING RESOLUTION 2020-151 and RESOLUTION 2021-124**
5 **ESTABLISHING SALARY AND BENEFITS FOR MANAGEMENT EMPLOYEES FOR**
6 **THE PERIODS OF NOVEMBER 1, 2020 to OCTOBER 31, 2021 and NOVEMBER 1,**
7 **2021 TO JUNE 30, 2025**

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

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

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

15 **WHEREAS**, it is necessary to modify longevity language to ensure compliance with
16 CalPERS and to ensure employee compensation is consistent, equitable and in
17 accordance with County intent and CalPERS reportable compensation requirements;
18 and

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

21 Longevity language in Resolutions 2021-124 and 2020-151 shall be modified as follows:

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

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

Longevity pay for permanent, employees who were hired into an allocated position prior
to November 1, 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.

All other provisions of Resolution 2021-124 shall remain in full force and effect.

THIS RESOLUTION was passed and adopted by the Board of Supervisors,
County of Lake, State of California at a regular meeting thereof on
February 14, 2022, by the following vote:

2023

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 (Feb 15, 2023 09:41 PST)
Deputy

Jessica Pyska
Jessica Pyska (Feb 15, 2023 09:32 PST)
Chair, Board of Supervisors

APPROVED AS TO FORM:
ANITA L. GRANT
County Counsel

AUDITOR REVIEW:
CATHY SADERLUND
Auditor – Controller

