**BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**
**RESOLUTION NO.** 2023-85

# RESOLUTION CLARIFYING RESOLUTION NO. 2023-20 ESTABLISHING SALARY AND BENEFITS FOR MANAGEMENT EMPLOYEES FOR THE PERIODS OF NOVEMBER 1, 2020 to OCTOBER 31, 2021 and NOVEMBER 1, 2021 TO JUNE 30, 2025

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

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

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

**WHEREAS**, to resolve this conflict the County of Lake Board of Supervisors adopted Resolution No. 2023-20, which amended Resolution Nos. 2020-124 and 2021-151; and

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

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

Longevity language in Resolution No. 2023-20 shall be clarified 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, with Less 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 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 Nos. 2023-20, 2021-124, and 2020-151 shall remain in full force and effect.

**RESOLUTION NO.** 2023-85

**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

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

COUNTY OF LAKE

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

Chair, Board of Supervisors

APPROVED AS TO FORM:
Lloyd Guintivano
County Counsel

AUDITOR REVIEW:
JENAVIVE HERRINGTON
Auditor – Controller

BOARD OF SUPERVISORS
LAKE COUNTY, CAL.