



**Clarification to Side Letter Agreement with the Lake County Safety Employee's Association,  
Unit 10 Regarding Amendment to the October 21, 2020 to October 20, 2021 and  
October 21, 2021 to June 30, 2025 MOUs**

Longevity language in the LCSEA 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   |

**Clarification for employees hired prior to October 21, 2020**

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   |

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 following execution of this agreement retroactively to October 21, 2020.

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.

COUNTY OF LAKE

Jessica Pyska

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

Chairman,  
Board of Supervisors

06/28/2023

Date



LAKE COUNTY SAFETY EMPLOYEE'S  
ASSOCIATION

Elias Santana

Elias Santana (Jun 6, 2023 14:25 PDT)

President, LCSEA

Date

Carl Carr

Carl Carr (Jun 6, 2023 14:25 PDT)

Representative, LCSEA

Date











# Clarification Longevity Correction Side Letter LCSEA Unit 10

Final Audit Report

2023-06-06

|                 |   |
|-----------------|---|
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