

1                   **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**  
2                                   **RESOLUTION NO. \_\_\_\_\_**

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  |
| 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   |

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

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.** \_\_\_\_\_

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

AYES:

NOES:

ABSENT OR NOT VOTING:

ATTEST: SUSAN PARKER  
Clerk to the Board of Supervisors

COUNTY OF LAKE

By: \_\_\_\_\_

\_\_\_\_\_  
Chair, Board of Supervisors

APPROVED AS TO FORM:  
LLOYD C. GUINTIVANO  
County Counsel

AUDITOR REVIEW:  
JENAVIVE HERRINGTON  
Auditor – Controller