



Side Letter Agreement with the Lake County Correctional Officer's Association, Unit 6 Regarding Amendment to the October 21, 2021 to June 30, 2025 MOU

In 2014-2015, the County, with the exception of the correctional officer group, moved from a five-step plus longevity plan to a twelve-step plan. This change moved the longevity steps previously provided to employees from special compensation to base pay. During the years that followed, the structure of movement through steps 6 through 12 based on length of service was devalued by advanced step hiring that exceeded steps 1 through 5.

CalPERS issued an advisory to all California public employers who participate in that system warning that longevity pay is a form of special compensation has informally determined that longevity pay written as written in the bargaining unit MOUs and employee wages and benefit resolutions to be non-compliant with the Public Employees' Retirement Law (PERL). However, CalPERS has afforded the County of lake with the opportunity to correct the error. Therefore, the Lake County Correctional Officer's Association (LCCOA) bargaining unit and the County of Lake hereby agree to the following methodology to do so, which will be the least impactful to all County employees and already retired employees. That methodology is 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:

6 years and 12,480 hours	2.5% of base pay
11 years and 22,880 hours	5% of base pay
16 years and 33,280 hours	7.5% of base pay
21 years and 43,680 hours	10% of base pay
26 years and 54,080 hours	12.5% of base pay
31 years and 64,480 hours	15% of base pay
36 years and 74,880 hours	17.5% 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 less than 6 years of service shall be based on cumulative years of service and total hours worked (excluding overtime) and provided as follows:

6 years and 12,480 hours	2.5% of base pay
11 years and 22,880 hours	5% of base pay
16 years and 33,280 hours	7.5% of base pay
21 years and 43,680 hours	10% of base pay
26 years and 54,080 hours	12.5% of base pay
31 years and 64,480 hours	15% of base pay
36 years and 74,880 hours	17.5% 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 6 years of continuous service, shall receive Longevity Step 1 following execution of this side letter 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

Chairman, Date
Board of Supervisors

LAKE COUNTY CORRECTIONAL OFFICER'S
ASSOCIATION

Jared Bussard VP
Jared Bussard VP (Jun 8, 2023 16:44 PDT)

President, LCCOA Date

Kristina Wicker
Kristina Wicker (Jun 8, 2023 18:42 PDT)

Representative, LCCOA Date











Longevity Correction Side Letter LCCOA Unit 6

Final Audit Report

2023-06-09

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