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2 **BOARD OF SUPERVISORS, COUNTY OF LAKE, STATE OF CALIFORNIA**
3 **RESOLUTION NO. _____**

4 **RESOLUTION AMENDING THE MEMORANDUM OF UNDERSTANDING BY AND**
5 **BETWEEN THE LAKE COUNTY SHERIFF'S MANAGEMENT ASSOCIATION AND**
6 **THE COUNTY OF LAKE FOR THE PERIODS OF NOVEMBER 1, 2020 to**
7 **OCTOBER 31, 2021 and NOVEMBER 1, 2021 TO JUNE 30, 2025**

8 **WHEREAS**, Memoranda of Understanding were approved by your Board establishing
9 salary and benefits for the Lake County Sheriff's Management Association in response
10 to implementation of the 2019 CPS-HR 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 Memoranda of Understanding for the Lake County Sheriff's
22 Management Association signed on 10/20/2020 and 9/28/2021 respectively, shall be
23 modified as follows:

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

27 10 years and 20,800 hours	2.5% of base pay
28 15 years and 31,200 hours	5% of base pay
29 20 years and 41,600 hours	7.5% of base pay
30 25 years and 52,000 hours	10% of base pay
31 30 years and 62,400 hours	12.5% of base pay
32 35 years and 72,800 hours	15% of base pay

33 Longevity pay for permanent, employees who were hired into an allocated position prior
34 to November 1, 2020 shall be provided credit for continuous service in an allocated
35 position with the County of Lake at the longevity pay earned at that time. Eligibility for
36 future longevity pay shall be based on no less than five years of continuous service from
37 the date of last longevity pay received.

1 All other provisions of the Memorandum of Understanding for the period of November
2 1, 2021 to June 30, 2025 shall remain in full force and effect.

3 RESOLUTION NO. _____

4 THIS RESOLUTION was passed and adopted by the Board of Supervisors,
5 County of Lake, State of California at a regular meeting thereof on
6 _____, 2023, by the following vote:

7 AYES:

8 NOES:

9 ABSENT OR NOT VOTING:

10
11 ATTEST: SUSAN PARKER
12 Clerk to the Board of Supervisors

COUNTY OF LAKE

13
14 By: _____

Chair, Board of Supervisors

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16 APPROVED AS TO FORM:
17 ANITA L. GRANT
18 County Counsel

AUDITOR REVIEW:
JENAVIVE HERRINGTON
Auditor – Controller

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20 _____

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