

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
THE LAKE COUNTY DEPUTY COUNTY
COUNSEL ASSOCIATION
(LCDCCA Unit 7)
AND
THE COUNTY OF LAKE
May 21, 2026 – June 30, 2029



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1. GENERAL PROVISIONS

1.1 PARTIES TO THE AGREEMENT

This Memorandum of Understanding (hereinafter referred to as "MOU") has been executed by a representative of the Board of Supervisors of the County of Lake, hereinafter referred to as the COUNTY, and by representatives of the Lake County Deputy County Counsel Association, hereinafter referred to as the ASSOCIATION.

1.2 AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this MOU, the following authorized agents have been designated:

1.2.1 COUNTY'S AUTHORIZED AGENT

COUNTY's principal authorized agent shall be the County Administrative Officer or their duly authorized representative.

County of Lake
255 North Forbes St.
Lakeport, CA 95453

1.2.2 ASSOCIATION'S AUTHORIZED AGENT

ASSOCIATION'S principal authorized agent shall be the President, or their duly authorized representative of the Lake County Deputy County Counsel Association.

Lake County Deputy County Counsel Association
255 North Forbes Street
Lakeport, California 95453

1.3 RECOGNITION

The ASSOCIATION is hereby acknowledged as the recognized employee organization for the purpose of meeting and conferring in good faith under the auspices of Section 3500 et seq. of the Government Code of the State of California and the Employer-Employee Relations Ordinance of Chapter 14 of the Ordinance Code of the County of Lake. Specifically, such recognition extends to those permanent positions in the Lake County Deputy County Counsel Association Unit (Unit 7).

1.4 ASSOCIATION RIGHTS

1.4.1 DUES & BENEFITS DEDUCTION

The COUNTY agrees to continue the present ASSOCIATION check off system whereby ASSOCIATION dues, as established by the ASSOCIATION, and payments for ASSOCIATION benefits

programs, as established by the ASSOCIATION and approved by the COUNTY, will be withheld from ASSOCIATION members' pay. Such withholding will be remitted promptly to the Treasurer of the ASSOCIATION, or such other officer as designated by the ASSOCIATION, along with a list of the employees who have had said dues and/or payments deducted. The COUNTY shall collect such dues for each employee who completes and signs the form approved by the Auditor-Controller.

1.4.2 MEET AND CONFER MEMBERS

Two members of the ASSOCIATION shall be allowed on the Meet and Confer Committee and shall be paid by the COUNTY for reasonable time spent during work hours as defined herein in Article 3.1., in meeting and conferring with the COUNTY.

1.5 COUNTY RIGHTS AND RESPONSIBILITIES

COUNTY retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this MOU except as expressly limited by a specific provision of this MOU. Without limiting the generality of the foregoing, the rights, powers, and authority retained solely and exclusively by COUNTY and not abridged herein, include, but are not limited to, the following: To manage and direct its business and personnel; to manage, control and determine the mission of its departments, abolish jobs, departments and facilities in whole or in part; to subcontract or discontinue work for economic or operational reasons; to direct the work force; to increase or decrease the work force and determine the number of employees needed; to hire, transfer, promote and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operation and reasonable work load; to specify or assign work requirements and require overtime; to schedule working hours and shifts; to adopt rules of conduct and penalties for violation thereof; to determine the type and scope of work to be performed and the services to be provided; to determine the methods, processes, means, and places of providing services and to take whatever action is necessary to prepare for and operate in an emergency. Nothing in this Article shall be construed to limit, amend, decrease, revoke or otherwise modify the rights vested in the COUNTY by any law regulating, authorizing or empowering the COUNTY to act or refrain from acting.

2. COMPENSATION

2.1 SALARY SCHEDULE

The salary ranges for Lake County Deputy County Counsel Association

employees shall be as shown in Attachment “A.” and reflect the following adjustments:

- a. Effective the May 21, 2026 pay period, employees will receive a 2.5% increase based on the rates established in the March 2024 Compensation Study.
- b. A realignment stipend will be provided, equal to three months of the 2.5% increase.
- c. Beginning July 1, 2026, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.
- d. Beginning July 1, 2027, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.
- e. Beginning July 1, 2028, the County will implement a 3.5% cost-of-living adjustment (COLA) to base salaries.

2.2 Y-Rating Provision

Salary adjustments shall follow the salary schedule outlined in the Compensation Study and MOU. Employees whose pay exceeds the salary range defined by the study are designated as Y-rated.

During this time, Y-rated employees will continue to receive their salary as of May 21, 2026. They will become eligible for step increases, merit raises, or COLAs, when any combination of the following conditions are met:

1. Their current step increases within the pay grade brings their salary into alignment with the study’s range, per, the approved Salary Schedule in Attachment “A”. The employee receives a step increase towards a step that has a salary higher than the employee’s salary amount prior to the step increase.
2. A cost-of-living adjustment (COLA) is applied at a level that adjusts their pay to fall within with the study’s range, per the approved Salary Schedule in Attachment “A”.

2.3 FIVE STEP SALARY SCHEDULE

The Salary Step System contained herein is a five-step salary schedule (Step 1, Step 2, etc.).

Movement in this system shall be based on an annual satisfactory performance evaluation as determined by the employee's department head. Eligibility for progression through the five (5) steps of the salary schedule shall be based upon a term of satisfactory service at the preceding step as outlined in Section 2.3.1 or 2.3.2. Upon achievement of the said term of service and an overall rating of “Satisfactory” or above on the associated annual performance evaluation, as determined by the employee's department head, the employee shall receive a 5% increase upon movement to the next step in the system (Steps 2-5). Unless

advanced step hiring has been approved, every employee entering into the Unit covered by this Agreement shall begin their service at the first step (Step 1). Eligibility for progression through the five (5) steps of the salary schedule shall be as follows:

2.3.1 Deputy County Counsel I and II Classifications

Each employee shall complete at least six (6) months of satisfactory service at the preceding step to be eligible for advancement to Step 2 or Step 3 and at least twelve (12) months satisfactory service at the preceding step to be eligible for advancement to Step 4 or Step 5.

2.3.2 Deputy County Counsel III and Senior Classifications

Each employee shall complete at least twelve (12) months of satisfactory service at the preceding step to be eligible for advancement to the next step (Step 1-5)

2.3.3 Salary Step Advancement not Automatic

Salary step advancement as referenced above shall not be automatic, but shall be conditioned upon satisfactory evaluation by the department head and procedural approval of the Human Resources Director.

2.3.4 Effective Date of Step Increase

The effective date of approved step increases shall be the actual salary anniversary date, regardless of the timeliness of completion of the employees' satisfactory performance evaluation.

2.3.5 Performance Evaluation less than Satisfactory

In cases where an employee's performance evaluation is less than satisfactory, and therefore, progression to the next step is denied, the department head shall reevaluate the employee following ninety (90) days additional service, and, if such employee's performance is determined by the department head to have improved to satisfactory or better at the conclusion of such ninety (90) day period, the employee may be eligible to progress to the next step, subject to the full discretion of the department head. If progression is still denied the salary anniversary date will be set to one (1) year from the prior salary anniversary date.

2.4 SALARY UPON PROMOTION AND RECLASSIFICATION

2.4.1 Promotion or Reclassification to a Non-Supervisory Classification

An employee who is promoted to a non-supervisory classification, or whose position has been reclassified to a higher level but remains non-supervisory, shall receive a salary at the first step of

the higher class or at the step which provides for at least a five percent (5%) increase over their base salary prior to such promotion. If an increase equal to five percent (5%) should exceed the last step of the new range (Step 5), the employee shall be promoted to the last step (Step 5) of the new range.

2.4.2 Promotion or Reclassification to a Supervisory Classification

An employee who is promoted to a supervisory classification, or whose position has been reclassified to a supervisory classification, shall receive a salary at the first step of the higher class or at the step which provides for at least a ten percent (10%) increase over their base salary prior to such promotion. If an increase equal to ten percent (10%) should exceed the last step of the new range (Step 5), the employee shall be promoted to the last step (Step 5) of the new range.

2.4.3 Promotion or Reclassification from a Supervisory Classification to Another Supervisory Classification

An employee who is promoted, or whose position is reclassified from one supervisory classification to another supervisory classification, shall receive a salary at the first step of the higher class or at the step which provides for at least a five percent (5%) increase over their base salary prior to such promotion. If an increase equal to five percent (5%) should exceed the last step (Step 5) of the new range, the employee shall be promoted to the last step (Step 5) of the new range.

2.4.4 Salary upon Promotion – Advanced Step

Upon promotion of a full-time or part-time employee to a new classification the employee has not held before, the appointing authority may recommend, based on the employee's extraordinary qualifications, that the employee receive a salary step which is higher than that set forth in 2.4.1., 2.4.2. or 2.4.3.

Under such circumstances, the Human Resources Director may authorize an advanced salary step up to Step 3. The County Administrative Officer may authorize an advanced salary step at Step 4 or Step 5. Advanced step upon promotion does not apply to flex promotions.

2.5 SALARY UPON DEMOTION

Employees who are demoted or voluntarily demote shall be placed at the salary step representing the least loss of pay. In no case shall the salary be increased above that received in the classification from which the employee was demoted. The employee's salary anniversary

date will be maintained if the demotion places the employee at salary step 1 through step 4.

2.6 LONGEVITY PAY

2.6.1 Purpose

Longevity pay rewards permanent County employees for each year of continuous employment with the County of Lake. Continuous is defined as an employee's period of work with the County without any breaks in service.

2.6.2 Eligibility

Permanent employees qualify for longevity pay based on their total continuous service and the total hours worked, excluding overtime. For all permanent employees, longevity pay shall be determined based on the total number of continuous years of service from the permanent employment hire date and the total number of hours worked.

Step	Completion of Years & Hours	Longevity Pay
1	10 years and 20,800 hours	2.5% of base pay
2	15 years and 31,200 hours	5.0% of base pay
3	20 years and 41,600 hours	7.5% of base pay
4	25 years and 52,000 hours	10.0% of base pay
5	30 years and 62,400 hours	12.5% of base pay
6	35 years and 72,800 hours	15.0% of base pay

2.6.3 Longevity for employees at a longevity level below the correlating year and hour level per table

Employees who are currently assigned to a longevity step that is lower than what is warranted by their continuous years of service and total hours worked (as specified in Section 2.6.2) will be adjusted to the appropriate longevity step according to the longevity table above.

2.6.4 Longevity for employees at a longevity level above the correlating year and hour level per table

Employees who are currently at a Longevity step above where they would be otherwise on the above table (as specified in Section 2.6.2) will retain that advanced level. They will be eligible for the next longevity step only when their years and hours of service are in line with the above table.

2.6.5 Longevity Upon Termination / Rehire

Employees who are rehired after leaving County service do not receive credit for years of service previously worked for purpose of longevity.

2.6.6 Longevity CAP

Longevity increases are limited to a maximum of six longevity steps. Employees who have already reached a sixth longevity step or higher, as of the effective date of the agreement shall become eligible for one final longevity step after completing five years of continuous service and 10,400 hours worked (excluding overtime hours) since their last longevity increase.

2.7 PROMOTIONAL EXAMINATION LEAVE

COUNTY will provide the necessary time off with pay to employees to participate in promotional examinations for the COUNTY which are held during their regular work hours as defined herein in Article 3.1.

2.8 PROBATIONARY PERIOD

All new employees shall serve a twelve (12) month probationary period and employees shall serve a six (6) month probationary period upon promotion, demotion or transfer.

2.9 WORKING ABOVE CLASS

2.9.1 Definition

Employees who are duly authorized, directed or assigned to work above their normal classifications shall be compensated at the base salary rate of the position to which assigned, or five percent (5%) above their normal salary rate, whichever is higher.

2.9.2 Start of Pay

Pay for above class assignment shall commence on the sixteenth (16th) consecutive workday of such assignment, or the sixteenth (16th) day accumulated in any sixty (60) calendar day period.

2.10 BILINGUAL DIFFERENTIAL

Employees certified as bilingual, through the County's standard bilingual certification process, in Spanish or other language as necessary for County business, as determined by the department head, shall receive \$225.00 per month.

3. HOURS OF WORK

3.1 HOURS

Regular work hours notwithstanding, unit employees may be assigned by the department head to a flexible schedule of work hours corresponding to the efficient management and prosecution of caseloads.

4. LEAVE BENEFITS

4.1 ADMINISTRATIVE LEAVE

Employees in the Lake County Deputy County Counsel Association shall accrue and shall be entitled to administrative leave at the rate of forty (40) hours annually, or the equivalent cash in lieu. Employees with less than one year of service shall be entitled to receive a pro-rata share of the forty (40) hours. Except that employees appointed after April 1st of a fiscal year shall not be entitled to any administrative leave for that fiscal year, and shall not receive any allocation of administrative leave until July 1st of the following fiscal year. The annual allowance for administrative leave shall not accrue from one fiscal year to another fiscal year. Employees in positions allocated less than full-time shall receive a proportionate allocation of administrative leave hours.

Employees who terminate County service or who otherwise discontinue serving in a classification in Lake County Deputy County Counsel Association before the end of the fiscal year, and who have used administrative leave hours greater than the pro rata share to which they are entitled shall have the cash equivalent of those hours deducted from their separation pay or deducted from their next payroll check if they are continuing in County service.

4.2 HOLIDAYS

4.2.1 COUNTY DECLARED HOLIDAYS

Each calendar year, LCDCCA Unit 7, employees shall be entitled to sixteen (16) holidays. The holiday schedule will align with the schedule observed by the Courts. Any additional County declared holidays beyond those observed by the Courts shall be compensated with eight (8) hours of straight-time pay during the pay period in which the holiday occurs, or with equivalent time off taken within the same pay period or within the following sixty (60) days.

The following days during the contractual period shall be declared as holidays and compensated as such for employees in the represented classifications.

Holiday	Date Observed	Swap
1. New Year's Day	January 1 st	
2. Martin Luther King Jr. Day	3 rd Monday in January	
3. Lincoln's Birthday (Court)	February 12 th	County Winter Holiday 1

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4. President's day (County & Court)	3 rd Monday in February	
5. Cesar Chavez Day (Court)	March 31 st	County Winter Holiday 2
6. Memorial Day	Last Monday in May	
7. Juneteenth	June 19 th	
8. Independence Day	July 4 th	
9. Labor Day	1st Monday in September	
10. Native American Day (Court)	4 th Friday in September	Indigenous Peoples' Day
Indigenous Peoples' Day	N/A	Native American Day
11. Veteran's Day	November 11 th	
12. Thanksgiving	4 th Thursday in November	
13. Day after Thanksgiving	4 th Friday in November	
Winter Break		
Winter Holiday 1		Lincoln's Birthday
Winter Holiday 2		Cesar Chavez Day
14. Winter Holiday 3	December 24 th	
15. Winter Holiday 4	December 25 th	Provided pay or equivalent time off
16. Winter Holiday 5	December 26 th	Provided pay or equivalent time off

Any holiday, except Winter Holiday, which falls on a Sunday shall be observed on the following Monday. Any holiday, except winter holiday as stated in Article 4.2.1 which falls on a Saturday shall be observed on the preceding Friday.

4.2.3 Holiday Pay

Employees required to work on a County-declared holiday will receive either:

- Eight (8) hours of straight-time pay during the pay period in which the holiday occurs, or

- Equivalent time off within the same pay period or within the following sixty (60) days.

Holiday pay will not count as hours worked when calculating overtime and will not be included in base pay calculations.

4.3 VACATION LEAVE

4.3.1 ALLOWANCE

Pursuant to the following schedule, annual vacation allowance shall be credited to each employee based upon full-time, continuous, permanent employment with the COUNTY:

Years of Service	Annual Allowance (Accrued Monthly)
Less than 10 years	120 hours
After 10 years but less than 15 years	128 hours
After 15 years but less than 20 years	160 hours
After 20 years	200 hours

In any position of a part-time, permanent nature, the allowed vacation leave shall be that part of the appropriate annual allowance equal to the proportion that actual service bears to full-time service.

Employees who previously worked full-time, continuously and permanently for another county or city government—provided the employment ended within 30 days before being hired by the COUNTY may request for those years to count toward the employee's total years of service with the COUNTY for the purpose of accruing vacation leave.

4.3.2 MAXIMUM VACATION LEAVE ACCRUAL

A maximum of 260 hours of vacation may be accumulated.

4.3.3 UTILIZATION

Employees may use accumulated vacation leave during the pay periods following its accrual subject to approval of the department head.

4.3.4 VACATION UPON SEPARATION

Upon separation (termination/retirement) from County employment, employees shall receive payment in full for the balance of unused vacation hours earned.

4.4 SICK LEAVE

4.4.1 RELATIONSHIP TO PERSONNEL RULES

Sick leave provisions not contained herein shall be as provided for in the County Personnel Rules.

4.4.2 Sick Leave Conversion to CalPERS Service Credit

Pursuant to CalPERS regulations, eligible employees who retire from County service may elect to convert unused sick leave to CalPERS service credit for retirement purposes.

Eligible employees must elect either the CalPERS service credit conversion or the Sick Leave Incentive Program; employees may not participate under both programs.

4.4.3 SICK LEAVE INCENTIVE PROGRAM UPON SEPARATION

Employees who voluntarily separate from County service with at least one (1) year of service and unused sick leave shall be eligible to receive a percentage of their unused sick leave as a monetary payout, not to exceed two thousand dollars (\$2,000.00).

Employees who retire from County service, having completed all necessary steps to implement a CalPERS retirement, shall be eligible to receive a percentage of their unused sick leave as a monetary payout, not to exceed two thousand five hundred dollars (\$2,500.00), provided they do not elect to convert sick leave to CalPERS service credit.

Employees must elect either the Sick Leave Incentive Program or the Sick Leave Conversion to CalPERS service credit; employees may not participate under both programs.

Completed Service	Sick Leave Paid Off
1 yr but less than 2 yrs	20.0%
2 yrs but less than 3 yrs	22.5%
3 yrs but less than 4 yrs	25.0%
4 yrs but less than 5 yrs	27.5%
5 yrs but less than 6 yrs	30.0%
6 yrs but less than 7 yrs	32.5%
7 yrs but less than 8 yrs	35.0%
8 yrs but less than 9 yrs	40.0%
9 yrs but less than 10 yrs	45.0%
10 or more years	50.0%

4.4.4 PERMANENT PART-TIME EMPLOYEE PRORATION

- Sick Leave will be available to employees as required by California law. Employees will have 24 hours available by the 120th day and an additional 16 hours by the 200th day.
- Sick leave is pro-rated based on an employees Full-Time Equivalent position. If the FTE pro-rated amount is more than the 40 hours as required by California Law, payroll will provide the remaining balance after the 200th day.
- Sick leave is available for use the pay period after it is accrued/earned.
- Shall be allowed unlimited accumulation of sick leave/ no cap.

4.4.5 CASH IN LIEU

Employees who have accrued more than five hundred (500) hours of unused sick leave may request and receive cash in lieu of sick leave hours which are in excess of five hundred hours. However, no such employee shall receive more than 40 hours cash in lieu of sick leave hours in any one fiscal year.

4.5 BEREAVEMENT LEAVE

All employees covered under this AGREEMENT are eligible for five (5) days of unpaid bereavement leave under CFRA for the death of an immediate family member and shall receive paid bereavement leave as follows:

For bereavement leave that requires less than 500 miles (one-way), employees shall receive twenty-four (24) hours of paid bereavement leave and may use accruals to cover the remaining sixteen (16) hours to reach forty (40) hours or five (5) days of unpaid CFRA bereavement leave.

For bereavement leave that requires more than 500 miles of travel (one-way), employees shall receive forty (40) hours of paid bereavement leave. The travel distance shall be computed using the employee's residence as the starting point and the site of the memorial or funeral as the end point.

Paid bereavement leave is available due to the death of the following family members:

- Parent or stepparent
- Sibling or stepsibling

- In-Law: mother-in-law, father-in-law, grandfather-in-law, grandmother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law
- Spouse, registered domestic partner
- Child, stepchild, adopted child, foster child
- Grandchild
- Grandparent
- Aunt or uncle
- Niece or nephew
- Any person residing in the immediate household of the employee at the time of death

Paid bereavement leave and CFRA unpaid bereavement leave is not subject to accrual, can be used intermittently or consecutively and must be used within three months of the family member's death.

Paid bereavement leave and CFRA unpaid bereavement leave are available unlimited and is available to employees upon the death of each covered family member.

The County is prohibited from discriminating against an employee for exercising the use of bereavement leave.

The County of Lake reserves the right to request verification of death and travel necessity.

4.6 ATTORNEY TIME OFF

All members are licensed attorneys as required by their job classifications. Being professionals, they are "exempt" from most FLSA requirements and are not statutorily required to be paid overtime.

Attorneys licensed by the State of California have ethical obligations to their clients, the most basic being to competently practice law and represent their clients, regardless of any set working conditions. If employees in the unit are found to be incompetent in this regard, they face discipline, up to disbarment. As required to perform their jobs, employees must regularly make court appearances that are scheduled by the court, according to statutory time limits. Employees routinely have to meet statutory deadlines in filing and responding to cases; failure to do so is a breach of their duty and obligations to their client (the County/people), subjecting them to discipline with the State bar. Members are routinely required to work beyond normal business hours and on weekends.

In recognition of the above and for working extraordinary hours beyond the amount compensated by the 40 hours of Administrative

Leave provided under Section 4.1 and for working hours beyond what is normally expected by an attorney's ethical obligations, employees shall be eligible to receive up to twenty-four (24) hours of Attorney Time Off within each fiscal year. Eligibility for use and approval of Attorney Time Off shall be at the discretion of the County Counsel pursuant to a departmental policy in order to allow an attorney to flex their work schedule to balance excessive hours and weekend work during times when excessive hours are required to be worked in order to fulfill the essential responsibilities of the job.

Employees shall not be eligible to receive cash in-lieu of said Attorney Time Off. The annual allowance of Attorney Time Off shall not accrue from one fiscal year to another. Unit employees with less than one year service may receive a prorated share of the total twenty-four (24) hours.

5. HEALTH AND WELFARE BENEFITS

5.1 GROUP INSURANCE

5.1.1 MAXIMUM MONTHLY COUNTY CONTRIBUTION FOR HEALTH CARE COVERAGE

The COUNTY shall pay a maximum contribution of one thousand five hundred dollars (\$1,500.00) per month toward the County-Sponsored medical, dental, and vision group insurance plan for each employee who enrolls in a County-Sponsored group medical, dental, and vision insurance plan.

Under the COUNTY's flexible benefits plan, a specific amount (as defined in Section 22892 of the California Government Code, which is adjusted annually based on inflation) of this contribution is specifically designated for group medical insurance, with the balance of the COUNTY contribution available and paid toward an employee's total group medical, dental, and vision premium.

In no event shall the COUNTY's financial obligation exceed the actual monthly premium for an employee's medical, dental, and vision insurance. Employees who select such employee-only coverage and/or employee plus one dependent coverage will NOT be entitled to receive in cash, other compensation, benefits, or in any form the difference between the amount of the cost of either such coverage and the \$1,500 per month COUNTY contribution.

5.1.2 COVERAGE

The scope of coverage under the COUNTY-sponsored plan will not be diminished during the term of this Agreement. For purposes of

this paragraph, "scope of coverage" is defined as medical, dental, vision, and life insurance coverage.

5.1.3 RETIREES' COVERAGE

5.1.3.1 Retiree Insurance

County retirees who retire with fifteen (15) years of total County service as a permanent employee, including at least five (5) consecutive years immediately prior to retirement, and who participate in the County-Sponsored Insurance Program, are entitled to a monthly contribution equal to 50% of the "employee-only" portion of the group health insurance medical premium (excluding dental and vision coverage) toward a County-Sponsored Health Plan. This monthly contribution will discontinue once the retiree reaches sixty-five (65) years of age or becomes eligible for Medicare coverage.

County retirees who retire with twenty (20) years of total County service as a permanent employee, including at least five (5) consecutive years immediately prior to retirement, and who participate in the County-Sponsored Insurance Program, are entitled to a monthly contribution equal to 75% of the "employee-only" portion of the group health insurance medical premium (excluding dental and vision coverage) toward a County-Sponsored Health Plan. This monthly contribution will discontinue once the retiree reaches sixty-five (65) years of age or becomes eligible for Medicare coverage.

5.1.3.2 Break in Service Due to Layoff

When the last break in service immediately prior to retirement is due to a lay-off, the requirement to work at least 5 continuous years shall be waived.

5.1.3.3 Discontinue Allowance for Break in Service

Notwithstanding the above, employees whose original hire date or re-hire date is November 1, 2011, or later, shall not be eligible for the retiree health insurance monthly stipend unless they have either fifteen or twenty consecutive years of County service as a permanent employee. However, if the last break-in service immediately prior to retirement was due to a lay-off and the employee was re-hired under the Re-employment provision under Article 7.2 herein, the employee maintains eligibility and the requirement to work at least 5 continuous years shall be waived.

5.1.4 INSURANCE OPT-OUT WITH ALTERNATIVE COVERAGE

Employees may waive all health care coverage in its entirety, i.e. medical, dental, and vision insurance. Eligibility for the opt-out cash-in-lieu benefit will be based on meeting the current Affordable Care Act (ACA) definition of an “eligible opt-out arrangement.” To receive this cash-in-lieu benefit, employees must provide the COUNTY with proof of similar, employer-sponsored coverage in a form specified by the COUNTY. This includes any required documentation, certifications, or attestations to verify compliance with the ACA's definition of an “eligible opt-out arrangement”.

Eligible employees who waive of health care coverage will receive a monthly stipend of \$200.00, which is considered taxable income. Employees are required to complete annual certification during the open enrollment period and promptly report any changes to their qualifying coverage. If at any time during the plan year, the County will not pay the cash-in-lieu to an employee if the current provisions in the ACA eligible opt-out arrangement dictate that the County must not pay that employee.

5.1.5 Alternative Health Care Plans

COUNTY retains the right to offer alternative health plans as available to COUNTY employees. Employees represented by ASSOCIATION shall have the right to change plans during certain "open enrollment" periods.

5.1.6 Group Life Insurance

The County shall pay the cost for basic group life insurance for eligible employees. If elected, the County will also pay for basic group life insurance for a qualified dependent.

Employees will be automatically enrolled in the County's basic group life insurance plan, effectively the first of the month following their hire date, for the amount of their base annual salary up to \$100,000. The employee is responsible for any associated taxes. If enrolled by the employee, a qualified dependent shall be covered for \$1,000.

5.1.7 Accidental Death and Dismemberment (AD&D) Insurance

The County shall pay \$5,000 of AD&D insurance for all eligible employees.

5.1.8 Air Medical Membership Program

Effective the first day of the month following the employees date of hire, an employee shall be covered under Emergent Membership

program, such as REACH Air Medical Services.

5.1.9 Section 125 Cafeteria Plan

The County shall pay the cost of the administration for the Section 125 plan for eligible employees. The Section 125 Cafeteria Plan is an employer sponsored benefits plan that lets employees pay for qualified medical and childcare expenses on a pre-tax basis.

5.1.10 Employee Assistance Plan (EAP)

The County shall pay the cost of the EAP plan for eligible employees.

5.1.11 State Disability Insurance

Unit employees shall have coverage through the State Disability Insurance (SDI) Program.

It is understood that each unit employee shall pay the cost of their SDI premium and the necessary premium contributions will be deducted by the COUNTY from the employee's salary each pay period.

6. RETIREMENT

6.1 EMPLOYEE'S CALPERS CONTRIBUTION

The County will maintain its contract with the California Public Employees' Retirement System (CalPERS) and the benefits currently provided there under. The current CalPERS plan being provided for "Classic" employees hired before January 1, 2013, is the 2% @ 55 formula for Local Miscellaneous Members, and for "New" PEPRA employees hired after January 1, 2013, is the 2% @ 62 formula for Local Miscellaneous Members.

6.1.1 "Classic" Miscellaneous Members

Employees defined as "Classic" members, pursuant to the California Public Employees' Pension Reform Act of 2013, shall pay the employee's contribution to PERS equal to 7% of the employee's gross pay to be paid as a pre-tax payment as currently provided by IRS Code Section 414(h)(2).

6.1.2 "New" PEPRA Miscellaneous Members

Employees defined as "New" PEPRA members, pursuant to the California Public Employees' Pension Reform Act of 2013, shall pay 50% of normal annual costs and the County shall not pay any of the required employee contribution in accordance with CalPERS.

6.1.3 CalPERS Final Compensation

For purposes of determining a retirement benefit, final compensation for employees covered by Section 6.1 will be based on the highest

salary received during any consecutive 12- or 36-month period of employment based on the employees CalPERS membership. Except as disallowed by law, the salary used for this calculation will include the employee's base salary and any special compensation, as defined by California Code of Regulations (CCR) section 571 for "Classic" members and 571.1 for "New" PEPRA members.

6.2 SICK LEAVE CONVERSION TO CALPERS SERVICE CREDIT

The CalPERS plan includes the credit for unused sick leave option. Employees may elect to convert COUNTY unused sick leave to CalPERS service credit. Employees who are eligible for the COUNTY sick leave incentive program shall have the option of electing either the sick leave incentive program or the CalPERS Sick Leave option at the time of retirement but may not participate in both.

6.3 MILITARY BUY BACK

Pursuant to the COUNTY's contract with CalPERS, employees may "buyback" limited military service time at no cost to the COUNTY.

6.4 SOCIAL SECURITY

All County employees shall contribute to social security program.

7. GRIEVANCE PROCEDURE

7.1 DEFINITIONS

7.1.1 GRIEVANCE

A grievance is a claimed violation, misapplication or misinterpretation of a specific provision of this MOU or employee protection contained in any ordinances, resolutions, personnel rules or written policies which adversely affects the grievant.

7.1.2 GRIEVANT

A grievant is an employee in the unit who is filing a grievance as defined above. Alleged violations, misapplications, or misinterpretations which affect more than one employee in a substantially similar manner may be consolidated at the discretion of management as a group grievance and thereafter represented by a single grievant.

7.1.3 DAYS

"Day(s)" shall mean day(s) in which the COUNTY's main administration office is open for business.

7.2 INFORMAL LEVEL

Within seven (7) days from the event giving rise to a grievance or from the date the employee could reasonably be expected to have had knowledge of such event the grievant shall orally discuss their grievance with their supervisor. The supervisor shall have three (3) days to give an answer to the employee.

7.3 FORMAL LEVELS

7.3.1 LEVEL 1

If the grievant is not satisfied with the resolution proposed at the informal level, the grievant may within ten (10) days of the receipt of such answer file a formal written grievance with their immediate supervisor on a form provided by the COUNTY. The supervisor shall, within three (3) days have a meeting with the grievant and within five (5) days thereafter give a written answer to the grievant on the form provided.

7.3.2 LEVEL 2

If the grievant is not satisfied with the supervisor's answer, the grievant may, within five (5) days from receipt of such answer file a written appeal to the department head who shall, within ten (10) days meet with the employee, and within five (5) days thereafter give a written answer to the grievant.

7.3.3 LEVEL 3

If the grievant is not satisfied with the written answer from the department head, the grievant may within five (5) days from the receipt of such answer file a written appeal to the County Human Resources Director, or their designee. Within twenty (20) days of receipt of the written appeal the County Human Resources Director or their designee shall investigate the grievance, which may include a meeting with the concerned parties, and give a written answer to the grievant within five (5) days thereafter.

7.3.4 LEVEL 4

If the grievant is not satisfied with the County Human Resources Director's written answer to the grievance, the grievant may within five (5) days from receipt of such answer file an appeal for final determination by the Board of Supervisors. The appeal along with any documentation shall be forwarded to the Board for its consideration by the County Human Resources Director and the grievant. It shall be placed on the next available regular meeting

agenda for consideration by the Board. The Board may hear the grievance at that meeting or set it for hearing within two (2) weeks thereafter.

Such hearing shall be public unless mutually agreed otherwise. No later than two (2) weeks after the hearing, the Board shall make a final decision in the matter.

7.4 GENERAL PROVISIONS

7.4.1 EMPLOYEE'S TIME LIMIT FOR FORWARDING GRIEVANCE

If a grievant fails to carry their grievance forward to the next level within the prescribed time period, the grievance shall be considered settled based upon the decision rendered at the most recent level utilized.

7.4.2 MANAGER'S TIME LIMIT FOR RESPONSE

If a supervisor or manager fails to respond with an answer within the given time period, the grievant may appeal their grievance to the next higher level.

7.4.3 EMPLOYEE REPRESENTATION

The grievant may be represented by a person of their choice at any formal level of this procedure.

7.4.4 WAIVER OF LIMITS AND LEVELS

Time limits and formal levels may be waived by mutual written consent of the parties at the informal level and/or at each formal level.

7.4.5 PROOF OF SERVICE

Proof of Service shall be accomplished by registered mail or personal service.

7.4.6 PROCEDURE BY MUTUAL AGREEMENT

Nothing in this procedure shall preclude both parties from agreeing to submit an individual grievance to a hearing officer in lieu of the hearing procedure in Level 4.

8. LAYOFF

8.1 REASONS FOR LAYOFF

When it becomes necessary, through exercise of the provisions of this MOU, through lack of work, through lack of funds, or whenever it is deemed advisable in the interests of economy or other causes, to

reduce the number of employees in a department within a given class, the Human Resources Director, with the advice of the department head, shall prepare a layoff list providing that all extra help, temporary and provisional employees in the given class shall be laid off before probationary employees or employees holding permanent status in that class.

At the request of ASSOCIATION, the COUNTY shall meet and discuss possible alternatives to layoffs. Such meetings shall be conducted subsequent to announcement by the COUNTY that specific layoffs will occur, and shall cease, whether or not there is agreement, prior to the effective date of the first layoff.

8.1.1 ORDER OF LAYOFF

8.1.1.1 Probationary Employees

Employees serving in the initial probationary period in the affected classification shall be laid off prior to permanent regular employees.

8.1.1.2 Seniority

Permanent regular employees in the affected classification shall be laid off by inverse order of COUNTY seniority except those employees whose last two consecutive performance evaluations were less than "satisfactory" shall be laid off prior to employees whose evaluations were "satisfactory". The evaluations utilized for this determination must have occurred at least one year apart.

8.1.2 SENIORITY DEFINED

8.1.2.1 Date of Appointment

COUNTY seniority shall be measured from the employees initial appointment to County service in the affected classification.

8.1.2.2 Break in Service

Any voluntary termination of employment except an authorized leave of absence shall constitute a break in service, at which point seniority will terminate.

8.1.2.3 Leave without Pay

An authorized leave of absence without pay shall not terminate seniority but shall be deducted from all determinations of COUNTY seniority and total COUNTY service.

8.1.2.4 Ties in Seniority

The above provisions of this Article notwithstanding, any ties in seniority shall be broken by lot.

8.1.3 NOTICE OF LAYOFF

The COUNTY shall send written notice by certified mail, postage prepaid, return receipt requested, and correctly addressed, to the last known mailing address of the employee as found in their personnel file. In lieu of the above, the COUNTY may serve notice by personal service. Notice of layoff shall be made at least fourteen (14) calendar days prior to the effective date of the action. If the written notice is returned to the COUNTY marked unable to forward, or is otherwise undeliverable, that shall also serve as proper notice.

8.1.4 DEMOTION AND DISPLACEMENT IN LIEU OF LAYOFF

8.1.4.1 Demotion in Lieu of Layoff

In lieu of being laid off, a regular employee may elect demotion and displacement in the same department to a classification previously held in permanent status by said employee with substantially the same or lower salary range. In order to be eligible for demotion or displacement, an employee must have more seniority than at least one of the incumbents in the demotion or displacement class.

8.1.4.2 Demotion within Department Only

Demotion and displacement rights to specified classifications shall be applicable only within the department and subject to layoff list provisions in this section based on ability and seniority.

8.1.4.3 Employee Election

Employees wishing demotion and displacement in lieu of layoff must notify the COUNTY, in writing, of this election no later than seven (7) calendar days after receiving notice of layoff.

8.1.4.4 Salary Step

Employees being demoted or displaced shall be placed at the salary step representing the least loss of pay. In no case shall the salary be increased above that received in the classification from which the employee was laid off.

8.2 RE-EMPLOYMENT AFTER LAYOFF

8.2.1 RE-EMPLOYMENT LIST

A permanent employee involuntarily terminated from COUNTY

employment, excepting those individuals terminated for cause based on appropriate provisions of the Personnel Rules, shall have their names placed on a reemployment list by the Human Resources Director.

Persons on such a list shall be provided to employing departments in accordance with the Personnel Rules for a period of twelve (12) months following the date of layoff. This twelve-month period may be extended an additional six months, upon the written request of the employee to the Human Resources Director.

8.2.2 CONDITIONS OF RE-EMPLOYMENT

If all of the following conditions exist, the hiring department shall be required to rehire former department employees from the reemployment list:

8.2.2.1 Vacancy in Class

The department has previously laid off employee(s) in the class for which it is now attempting to fill a vacancy.

8.2.2.2 Employee on List

The layoff described above resulted in a former departmental employee being placed on the current reemployment list for that class.

8.2.2.3 Employee Acceptance

The employee(s) in question accept(s) the appointment to that department position.

These provisions of rehire apply even if the employee has accepted another position with the COUNTY.

8.2.3 NEW ANNIVERSARY DATE

For purposes of salary increases within the classification, the anniversary date of any person reemployed under this provision shall be adjusted by postponing the anniversary date last held in a permanent position by the number of days during which the employee was laid off. The above procedure shall establish the employee's new salary anniversary date and all benefits and leave accrual rates.

8.2.4 REINSTATEMENT OF LEAVE BENEFITS

Any person reemployed under this section may, within thirty (30) days of reemployment, reinstate all unused sick leave benefits formerly accrued by repayment to the COUNTY of all monies received for leave pay-off resulting from their layoff. Furthermore,

the employee shall be entitled to utilize sick leave and vacation benefits as if there had been no break in service and shall not be subject to any restriction on use applicable to a newly hired employee. Accrual of such benefits shall be based on the new salary anniversary date.

8.2.5 TIME LIMIT

Reemployment rights under this section are limited to twelve (12) months from the date of separation from COUNTY service. A six (6) month extension may be requested in writing from the Human Resources Director; however, under no circumstances shall reemployment rights extend more than eighteen (18) months from the date of separation from COUNTY service.

8.2.6 DECLINATION BY EMPLOYEE

Three declinations by an employee of an appointment opportunity from a reemployment list shall serve to remove his/her name from all reemployment lists.

8.2.7 EMPLOYEE RESPONSIBLE FOR CONTACT INFORMATION

It shall be the responsibility of the laid-off employee to keep the COUNTY sufficiently informed of an adequate means by which to be contacted for purposes of this Article.

9. MISCELLANEOUS

9.1 PROBATIONARY PERIOD

9.1.1 LENGTH OF PROBATIONARY PERIOD

Any person entering COUNTY employment shall serve an initial twelve (12) month probationary period except for those persons initially employed in job classifications regulated by State Merit System for whom such probationary period shall be six (6) months. Any member who promotes within the County Counsel's Office shall serve a six-month probationary period unless the County Counsel at their discretion and upon approval of the Human Resources Director determines to extend the probationary period for an additional six months.

Such an extension of the probationary period shall have no effect upon any salary and/or merit increases to which the member is otherwise entitled as a result of satisfactory performance.

9.1.2 PROMOTION DURING PROBATIONARY PERIOD

A probationary period resulting from a certified promotion during the initial probationary period will not serve to extend the initial probationary period described above.

9.1.3 REVERSION

Employees who accept promotion and fail to satisfactorily complete the probationary period shall revert to the last position in which they held permanent status. This provision does not apply to terminations for cause occurring during the probationary period.

9.2 OVERPAYMENT

If the overpayment of compensation is the result of COUNTY error, the repayment period will be over the same time as the period the error was made. If the over-payment is the result of action by the employee, the repayment shall be lump sum.

10. CLOSING PROVISIONS

10.1 FULL UNDERSTANDING, MODIFICATION AND WAIVER

This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its rights to negotiate and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein during the term of this MOU. Nothing in this paragraph shall preclude the parties from jointly agreeing to meet and confer on any issue(s) within the scope of representation during the term of this MOU. No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto, and, if required, approved and implemented by the County Board of Supervisors and the ASSOCIATION. The waiver of any breach, term, or condition of this MOU by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

10.2 SAVINGS PROVISIONS

If any provisions of this MOU are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting except to the extent permitted by law or any agency of the State, but all other provisions will continue in full force and effect.

10.3 COUNTY PERSONNEL RULE PROVISIONS

All provisions not contained herein shall be provided for in County Personnel Rules

10.4 IMPLEMENTATION

This MOU shall be of no force or effect until ratified and approved by formal action of the Board of Supervisors and the membership of ASSOCIATION. It is recognized that certain provisions herein may require ordinance changes in order to be effectuated.

10.5 TERM

This MOU represents the entire Agreement between the COUNTY and ASSOCIATION on subjects contained herein and shall become of full force and effect, unless otherwise noted, upon ratification by both parties and shall continue in full force and effect until midnight June 30, 2029; and shall continue from month to month thereafter until superseded by other agreement; or until the Board of Supervisors of the COUNTY, after compliance with the provisions of Government Code Sections 3500 et seq. and Ordinance No. 1063 relating to meeting and conferring, takes action which supersedes the provisions hereof.

Either party to this Agreement is required to notify the other, in writing, at least 120 days before the end of the term of the Agreement if it wishes to propose changes to any provision of the collective bargaining Agreement.

Parties will commence negotiations of potential COLA increases prior to the expiration of this MOU.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding, negotiated in good faith, to be executed by affixing their signatures below:

County Of Lake

**Lake County Deputy Counsel
Associaton**

By: _____
CHAIR, Board of Supervisors

Joseph Wankmueller
Joseph Wankmueller (May 14, 2026 11:28:48 PDT)
President, LCDCCA

ATTEST: SUSAN PARKER
Clerk to the Board

By: _____

APPROVED AS TO FORM:
LLOYD GUINTIVANO
County Counsel



AUDITOR REVIEW:
JENAVIVE HERRINGTON
Auditor-Controller

Attachment A

					7/1/2025-6/30/2026				
Class #	Classification Title	Grade	Pay		Step 1	Step 2	Step 3	Step 4	Step 5
02-0261	DEPUTY COUNTY COUNSEL I (Grade K44 effective 7/1/25-5/20/26)	K44	H		41.50	43.57	45.75	48.04	50.44
02-0261	DEPUTY COUNTY COUNSEL I (Grade K45 effective 5/21/26)	K45	H		42.53	44.66	46.89	49.24	51.70
02-0262	DEPUTY COUNTY COUNSEL II (Grade K50 effective 7/1/25-5/20/26)	K50	H		48.12	50.53	53.06	55.71	58.49
02-0262	DEPUTY COUNTY COUNSEL II (Grade K51 effective 5/21/26)	K51	H		49.33	51.79	54.38	57.10	59.96
02-0263	DEPUTY COUNTY COUNSEL III (Grade K56 effective 7/1/25-5/20/26)	K56	H		55.81	58.60	61.53	64.61	67.84
02-0263	DEPUTY COUNTY COUNSEL III (Grade K57 effective 5/21/26)	K57	H		57.20	60.06	63.07	66.22	69.53
02-0264	DEPUTY COUNTY COUNSEL, SENIOR (Grade K62 effective 7/1/25-5/20/26)	K62	H		64.72	67.96	71.35	74.92	78.67
02-0264	DEPUTY COUNTY COUNSEL, SENIOR (Grade K63 effective 5/21/26)	K63	H		66.34	69.66	73.14	76.80	80.64

					7/1/2026-6/30/2027				
Class #	Classification Title	Grade	Pay		Step 1	Step 2	Step 3	Step 4	Step 5
02-0261	DEPUTY COUNTY COUNSEL I	K45	H		44.02	46.22	48.54	50.96	53.51
02-0262	DEPUTY COUNTY COUNSEL II	K51	H		51.05	53.61	56.29	59.10	62.06
02-0263	DEPUTY COUNTY COUNSEL III	K57	H		59.21	62.17	65.27	68.54	71.97
02-0264	DEPUTY COUNTY COUNSEL, SENIOR	K63	H		68.66	72.09	75.70	79.48	83.46

					7/1/2027-6/30/2028				
Class #	Classification Title	Grade	Pay		Step 1	Step 2	Step 3	Step 4	Step 5
02-0261	DEPUTY COUNTY COUNSEL I	K45	H		45.56	47.84	50.23	52.75	55.38
02-0262	DEPUTY COUNTY COUNSEL II	K51	H		52.84	55.48	58.26	61.17	64.23
02-0263	DEPUTY COUNTY COUNSEL III	K57	H		61.28	64.34	67.56	70.94	74.48
02-0264	DEPUTY COUNTY COUNSEL, SENIOR	K63	H		71.06	74.62	78.35	82.27	86.38

					7/1/2028 - New Agreement				
Class #	Classification Title	Grade	Pay		Step 1	Step 2	Step 3	Step 4	Step 5
02-0261	DEPUTY COUNTY COUNSEL I	K45	H		47.16	49.52	51.99	54.59	57.32
02-0262	DEPUTY COUNTY COUNSEL II	K51	H		54.69	57.42	60.30	63.31	66.48
02-0263	DEPUTY COUNTY COUNSEL III	K57	H		63.42	66.59	69.92	73.42	77.09
02-0264	DEPUTY COUNTY COUNSEL, SENIOR	K63	H		73.55	77.23	81.09	85.14	89.40