



COUNTY OF HUMBOLDT

AGENDA ITEM NO.  
**H-1**

For the meeting of: January 19, 2016

Date: January 13, 2016  
To: Board of Supervisors  
From: Dan Fulks, Director of Human Resources *[Signature]*  
Subject: REVISION OF ORDINANCE SETTING COMPENSATION OF THE BOARD OF SUPERVISORS

RECOMMENDATIONS:

That the Board of Supervisors:

- 1. Initiate the review process of Board Salaries and Benefits pursuant to County Code; and
- 2. Direct staff to bring back proposed ordinance language consistent with your Board's direction relative to salary and benefits.

SOURCE OF FUNDING: County General Fund

DISCUSSION: In accordance with County Code, your Board considers adjustments in Board compensation (as you deem appropriate) at the same time as employees in County representation Unit 4. Based on the recently agreed upon Memorandum of Understanding (MOU) with the American Federation of State, County and Municipal Employees (AFSCME) Local 1684, employees in Unit 4 are scheduled to receive a 3% salary increase to be effective April 10, 2016, a 2% adjustment effective July 3, 2016, and 2% effective January 1, 2017. Members of AFSCME are also scheduled to receive one-time non-pensionable payments of \$1000 effective April 10, 2016 and \$500 effective January 1, 2017 to initially assist in offsetting the increased PERS contributions. Effective April 1, 2016 employees by agreement have chosen to increase their employee PERS contribution by 3% in accordance with Government Code section 20516.

Prepared by Daniel Fulks

CAO Approval *Amy Nusem*

REVIEW: Auditor \_\_\_\_\_ County Counsel *AW* Human Resources *df* Risk Manager \_\_\_\_\_ Other \_\_\_\_\_

TYPE OF ITEM:  
 Consent  
 Departmental  
 Public Hearing  
 Other \_\_\_\_\_

**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT**  
Upon motion of Supervisor Fennell Seconded by Supervisor Bass  
Ayes Sundberg, Fennell, Lovelace, Bass, Bohn  
Nays \_\_\_\_\_  
Abstain \_\_\_\_\_  
Absent \_\_\_\_\_

PREVIOUS ACTION/REFERRAL:

Board Order No. \_\_\_\_\_

Meeting of: \_\_\_\_\_

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: Jan 19, 2016  
By: *Kathy Hayes*  
Kathy Hayes, Clerk of the Board

This provision will have the effect of decreasing the County's retirement costs by 3% and goes to the PEPRRA 2018 goal of having employees share the normal costs of retirement.

Attached to this item for discussion purposes only is a proposed Draft Ordinance prepared by staff that would provide the Board substantially the same package provided to AFSCME (as well as other County bargaining units). For discussion purposes only it is proposed that the compensation level for the Board of Supervisors be adjusted similarly.

FINANCIAL IMPACT: N/A

OTHER AGENCY INVOLVEMENT: None

ALTERNATIVES TO STAFF RECOMMENDATIONS: Direct staff to take action as your Board deems appropriate.

ATTACHMENTS: A Draft Ordinance of the Board of Supervisors of the County of Humboldt amending Chapter 3 of Division 1 of Title II, of the Humboldt County Code relating to Compensation of the Board of Supervisor

CHAPTER 3

COMPENSATION

**213-1. COMPENSATION OF THE BOARD OF SUPERVISORS.**

(a) Each member of the Board of Supervisors shall receive, as compensation for services rendered, the sum of \$81,584.82 per annum. Effective April 3, 2016, compensation for services shall be adjusted to \$84,032.36 per annum. Effective July 3, 2016, compensation for services shall be adjusted to \$85,713.01 per annum. Effective January 1, 2017, compensation for services shall be adjusted to \$87,427.27 per annum. Any individual supervisor may waive a portion of this compensation by completing appropriate forms and transmitting these to the County Auditor. The Board of Supervisors shall receive adjustments in compensation as they deem appropriate. Such compensation shall be reviewed and acted upon at the same time that employees in County Representation Unit 4 receive adjustments in compensation. (Ord. 2308, § 2, 9/23/2003; Ord. 2343, § 1, 04/19/2005; Ord. 2353, § 1, 12/06/2005; Ord. 2403, § 1, 10/21/2008; Ord. 2462, § 1, 11/01/11; Ord. \_\_\_; \_\_\_; \_\_\_/\_\_\_/2016.)

(b) Subject to the limitation of budget appropriations, each supervisor shall be compensated for necessary travel expenses incurred in the performance of his or her official duties, and mileage at the rates per mile specified in Chapter 4 of Division 5 of Title II of this Code for all distances traveled by him or her on official business. (Ord. 2308, § 2, 9/23/2003; Ord. 2343, § 1, 04/19/2005; Ord. 2462, § 1, 11/01/11)

(c) The County will provide to each supervisor medical, dental, vision, life insurance, workers' compensation, retirement (Social Security and Public Employees' Retirement System (PERS)) benefits and premium/employer contributions at the same level as may be provided to other elected County officials. Adjustments to such benefits shall be reviewed and acted upon at the same time other elected County officials receive benefit adjustments (e.g., PERS contributions to increase per Government Code § 20516, effective April 1, 2016.) (Ord. 2308, § 2, 9/23/2003; Ord. 2343, § 1, 04/19/2005; Ord. 2462, § 1, 11/01/11; Ord. \_\_\_; \_\_\_; \_\_\_/\_\_\_/2016.)

(d) Each supervisor shall be eligible for a physical examination every other fiscal year under the same terms and conditions as may be provided to other elected County officials. (Ord. 2308, § 2, 9/23/2003; Ord. 2343, § 1, 04/19/2005)