



COUNTY OF HUMBOLDT

For the meeting of: 12/18/2018

File #: 18-1651

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Adoption of the Amended Compensation Plan for Elected and Appointed Department Heads Effective October 1, 2017 through and Inclusive of September 30, 2022

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt Resolution No. _____ (attached) approving the amended Compensation Plans for Elected and Appointed Department Heads effective October 1, 2017 through and inclusive of September 30, 2022; and
2. Approve the amended Compensation Plan for Elected and Appointed Department Heads effective October 1, 2017 through and inclusive of September 30, 2022

SOURCE OF FUNDING:

All County funds

DISCUSSION:

The Compensation Plan for Elected and Appointed Department Heads has been amended to include the following:

1. Effective December 30, 2018, each elected department head shall receive, as compensation for services rendered, a pay increase of two (2) percent;
2. Effective December 29, 2019, each elected department head shall receive, as compensation for services rendered, a pay increase of two (2) percent;
3. Effective December 30, 2018, all elected and appointed department head compensation rates will be based on 40 hour per week schedule; and
4. Wellness Reimbursement Program in an amount up to \$1,000 per employee per year for elected department heads.

FINANCIAL IMPACT:

Overall cost to the General Fund for the 5-year term of the Compensation Plan is approximately \$786,425.

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The Compensation Plan supports the Board's Strategic Framework by safeguarding the public trust through investment in county employees.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to not adopt the proposed Compensation Plan for Elected and Appointed Department Heads; however, this is not recommended.

ATTACHMENTS:

1. Resolution No. _____ approving the amended Compensation Plan for Elected and Appointed Department Heads
2. Compensation Plan for E&A Department Heads AMENDED (Track Changes)
3. Compensation Plan for E&A Department Heads AMENDED (Final)

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A