



COUNTY OF HUMBOLDT

For the meeting of: 8/8/2023

File #: 23-1043

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

The adoption and amendment to the Classification Summaries for California Attorney's Association classifications.

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the Resolution (Attachment 1) approving the adoption of the California Attorney's Comprehensive Compensation Schedule effective July 30, 2019 and the amendment of the California Attorney's Comprehensive Compensation Schedule and Classification Summaries effective September 9, 2018 and July 1, 2019, and the Comprehensive Compensation Schedules and Classification Summaries effective April 6, 2021, April 13, 2021, May 4, 2021, May 25, 2021, July 25, 2021, August 10, 2021, August 22, 2021, August 31, 2021, September 14, 2021, December 26, 2021, January 9, 2022, February 6, 2022, March 6, 2022, March 20, 2022, April 3, 2022, April 17, 2022, May 3, 2022, June 28, 2022, July 10, 2022, October 18, 2022, October 25, 2022, December 11, 2022, December 25, 2022, March 19, 2023, April 2, 2023, May 28, 2023, July 9, 2023, and July 23, 2023.

SOURCE OF FUNDING:

General Fund (1100)

Child Support Services (1380)

DISCUSSION:

On March 27, 2023, the Human Resources Department was notified that several Comprehensive Compensation Schedule and Classification Summaries that had previously been adopted were not accurately reflecting the wages of classifications represented by the California Attorney's Association. The Human Resources Department was also informed that the classification of Senior Deputy District Attorney (class # 0621), that was adopted into the classification plan by the Board of Supervisors on July 30, 2019, was never added to the compensation schedule.

The County of Humboldt is required under California Code of Regulations (CCR) Title 2, Section 570.5 to maintain accurate pay schedules including position title for each employee position, payrate

for each position, and time base for each payrate. Therefore, the Human Resources Department recommends adopting and amending the below Compensation Schedules as follows.

Adopt:

- The California Attorney's Comprehensive Compensation Schedule and Classification Summary effective July 30, 2019 (Attachment 2);

Amend:

- The California Attorney's Comprehensive Compensation Schedule and Classification Summary effective September 9, 2018 (Attachment 3);
- The California Attorney's Comprehensive Compensation Schedule and Classification Summary effective July 1, 2019 (Attachment 4);
- The Comprehensive Compensation Schedules and Classification Summary effective April 6, 2021 (Attachment 5);
- The Comprehensive Compensation Schedules and Classification Summary effective April 13, 2021 (Attachment 6);
- The Comprehensive Compensation Schedules and Classification Summary effective May 4, 2021 (Attachment 7);
- The Comprehensive Compensation Schedules and Classification Summary effective May 25, 2021 (Attachment 8);
- The Comprehensive Compensation Schedules and Classification Summary effective July 25, 2021 (Attachment 9);
- The Comprehensive Compensation Schedules and Classification Summary effective August 10, 2021 (Attachment 10);
- The Comprehensive Compensation Schedules and Classification Summary effective August 22, 2021 (Attachment 11);
- The Comprehensive Compensation Schedules and Classification Summary effective August 31, 2021 (Attachment 12);
- The Comprehensive Compensation Schedules and Classification Summary effective September 14, 2021 (Attachment 13);
- The Comprehensive Compensation Schedules and Classification Summary effective December 26, 2021 (Attachment 14);
- The Comprehensive Compensation Schedules and Classification Summary effective January 9, 2022 (Attachment 15);
- The Comprehensive Compensation Schedules and Classification Summary effective February 6, 2022 (Attachment 16);
- The Comprehensive Compensation Schedules and Classification Summary effective March 6, 2022 (Attachment 17);
- The Comprehensive Compensation Schedules and Classification Summary effective March 20, 2022 (Attachment 18);
- The Comprehensive Compensation Schedules and Classification Summary effective April 3, 2022 (Attachment 19);

- The Comprehensive Compensation Schedules and Classification Summary effective April 17, 2022 (Attachment 20);
- The Comprehensive Compensation Schedules and Classification Summary effective May 3, 2022 (Attachment 21);
- The Comprehensive Compensation Schedules and Classification Summary effective June 28, 2022 (Attachment 22);
- The Comprehensive Compensation Schedules and Classification Summary effective July 10, 2022 (Attachment 23);
- The Comprehensive Compensation Schedules and Classification Summary effective October 18, 2022 (Attachment 24);
- The Comprehensive Compensation Schedules and Classification Summary effective October 25, 2022 (Attachment 25);
- The Comprehensive Compensation Schedules and Classification Summary effective December 11, 2022 (Attachment 26);
- The Comprehensive Compensation Schedules and Classification Summary effective December 25, 2022 (Attachment 27);
- The Comprehensive Compensation Schedules and Classification Summary effective March 19, 2023 (Attachment 28);
- The Comprehensive Compensation Schedules and Classification Summary effective April 2, 2023 (Attachment 29);
- The Comprehensive Compensation Schedules and Classification Summary effective May 28, 2023 (Attachment 30);
- The Comprehensive Compensation Schedules and Classification Summary effective July 9, 2023 (Attachment 31); and
- The Comprehensive Compensation Schedules and Classification Summary effective and July 23, 2023 (Attachment 32).

FINANCIAL IMPACT:

Narrative Explanation of Financial Impact:

This recommendation modifies existing Comprehensive Compensation Schedules and Classification Summaries to ensure that rates are accurate. There is no financial impact.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

There is no impact to staffing.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework priority of providing community-appropriate levels of service and investing in county employees.

OTHER AGENCY INVOLVEMENT:

CalPERS

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could deny this request for approval to adopt, abolish, and amend the Comprehensive Compensation Schedules and Classification Summaries, however this is not recommended as accurate payrates are required by California Code.

ATTACHMENTS:

1. Resolution approving the adoption of the California Attorney's Comprehensive Compensation Schedule effective July 30, 2019 and the amendment of the California Attorney's Comprehensive Compensation Schedule and Classification Summaries effective September 9, 2018 and July 1, 2019, and the Comprehensive Compensation Schedules and Classification Summaries effective April 6, 2021, April 13, 2021, May 4, 2021, May 25, 2021, July 25, 2021, August 10, 2021, August 22, 2021, August 31, 2021, September 14, 2021, December 26, 2021, January 9, 2022, February 6, 2022, March 6, 2022, March 20, 2022, April 3, 2022, April 17, 2022, May 3, 2022, June 28, 2022, July 10, 2022, October 18, 2022, October 25, 2022, December 11, 2022, December 25, 2022, March 19, 2023, April 2, 2023, May 28, 2023, July 9, 2023, and July 23, 2023;
2. The California Attorney's Comprehensive Compensation Schedule and Classification Summary effective July 30, 2019;
3. The California Attorney's Comprehensive Compensation Schedule and Classification Summary effective September 9, 2018;
4. The California Attorney's Comprehensive Compensation Schedule and Classification Summary effective July 1, 2019;
5. The Comprehensive Compensation Schedules and Classification Summary effective April 6, 2021;
6. The Comprehensive Compensation Schedules and Classification Summary effective April 13, 2021;
7. The Comprehensive Compensation Schedules and Classification Summary effective May 4, 2021;
8. The Comprehensive Compensation Schedules and Classification Summary effective May 25, 2021;
9. The Comprehensive Compensation Schedules and Classification Summary effective July 25, 2021;
10. The Comprehensive Compensation Schedules and Classification Summary effective August 10, 2021;
11. The Comprehensive Compensation Schedules and Classification Summary effective August 22, 2021;
12. The Comprehensive Compensation Schedules and Classification Summary effective August 31, 2021;
13. The Comprehensive Compensation Schedules and Classification Summary effective September 14, 2021;
14. The Comprehensive Compensation Schedules and Classification Summary effective December 26, 2021;
15. The Comprehensive Compensation Schedules and Classification Summary effective January 9, 2022;

16. The Comprehensive Compensation Schedules and Classification Summary effective February 6, 2022;
17. The Comprehensive Compensation Schedules and Classification Summary effective March 6, 2022;
18. The Comprehensive Compensation Schedules and Classification Summary effective March 20, 2022;
19. The Comprehensive Compensation Schedules and Classification Summary effective April 3, 2022;
20. The Comprehensive Compensation Schedules and Classification Summary effective April 17, 2022;
21. The Comprehensive Compensation Schedules and Classification Summary effective May 3, 2022;
22. The Comprehensive Compensation Schedules and Classification Summary effective June 28, 2022;
23. The Comprehensive Compensation Schedules and Classification Summary effective July 10, 2022;
24. The Comprehensive Compensation Schedules and Classification Summary effective October 18, 2022;
25. The Comprehensive Compensation Schedules and Classification Summary effective October 25, 2022;
26. The Comprehensive Compensation Schedules and Classification Summary effective December 11, 2022;
27. The Comprehensive Compensation Schedules and Classification Summary effective December 25, 2022;
28. The Comprehensive Compensation Schedules and Classification Summary effective March 19, 2023;
29. The Comprehensive Compensation Schedules and Classification Summary effective April 2, 2023;
30. The Comprehensive Compensation Schedules and Classification Summary effective May 28, 2023;
31. The Comprehensive Compensation Schedules and Classification Summary effective July 9, 2023; and
32. The Comprehensive Compensation Schedules and Classification Summary effective and July 23, 2023.

PREVIOUS ACTION/REFERRAL:

Board Order No.: 19-74

Meeting of: July 30, 2019

File No.: 19-1017