



# COUNTY OF HUMBOLDT

For the meeting of: 1/4/2022

---

File #: 22-19

---

**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Consent

**SUBJECT:**

Compensation Plan for Designated Management and Confidential Employees (Units 8 and 9) for January 1, 2022 through and inclusive of December 31, 2024

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Approve the Compensation Plan for Designated Management and Confidential Employees (Units 8 and 9) for the term of January 1, 2022 through and inclusive of December 31, 2024 (Exhibit A); and
2. Authorize and direct the Department of Human Resources to amend the Compensation Plan for Designated Management and Confidential Employees (Units 8 and 9) to include the adopted Comprehensive Compensation Salary and Classification Summary; and
3. Adopt Resolution No. \_\_\_\_ (Exhibit C) approving 1) the Compensation Plan for Designated Management and Confidential Employees (Units 8 and 9) 2) adopting a Comprehensive Compensation Salary and Classification Summary effective January 9, 2022, and 3) delegating authority to the Department of Human Resources to update the Comprehensive Compensation Salary and Classification Summary to reflect changes in future compensation approved by your Board.

**SOURCE OF FUNDING:**

All County Funds

**DISCUSSION:**

The County of Humboldt and representatives of the county for the Compensation Plan for Designated Management and Confidential Employees (Units 8 and 9) have agreed to the matters set forth in the attached Compensation Plan (Exhibit A) for the term of 2022-2024.

The attachment Compensation Plan outlines agreed upon amendments and include the following:

1. Term: January 1, 2022 to December 31, 2024

2. Base Wages: For all classifications represented in the Compensation Plan for Designated Management and Confidential Employees (Units 8 and 9) will increase as follows:
  1. 9.0% effective the first full pay period in January, 2022 or the first full pay period following Board of Supervisors' adoption of the successor Compensation Plan, whichever occurs later.
  2. 2% effective the first full pay period in January 2023.
  3. 3.0% effective the first full pay period in January 2024.
3. Compensation Plan Clean-Up:
  1. Remove Section 3 concerning a prior lump sum payment.
  2. Remove reference to the December 23, 2021 holiday.
  3. Renumber "Probation Department Retiree Medical Trust", "Voluntary Demotions" and "Appointment at Advanced Salary" to eliminate duplicate numbering in the Compensation Plan.
4. Equity Adjustments: The County will make the following equity adjustments effective the first full pay period in July, 2022:
  1. Supervising Probation Officer (FTE 7)                      2.0%
5. Health Insurance: Increase the County's fixed dollar \$100.00 per month health insurance premium supplemental payment to \$200.00 per month and delete the sunset clause. Section 10(A) will read as follows:

"The County health insurance premium contribution for CalPERS health insurance includes two components. 1) The County will pay a percentage of premiums for the lowest cost CalPERS medical plan available in Humboldt County. Employee only coverage will be paid by the County at 89.61% of the monthly premium. Dependent coverage will be paid by the County at 69.01% of the monthly premium for employee and one dependent, and at 64.27% of the monthly premium for employee plus two or more dependents. 2) In addition, the County will pay up to an additional \$200.00 per month which combined with the first component shall not exceed one hundred percent of the monthly premium for the health insurance plan selected by the employee. These contributions are made through the County's Flexible Benefit Plan and are inclusive of the County's required employer contribution."
6. Wellness Incentive: Section 11(Q) concerning wellness incentive becomes inactive effective July 1, 2022.

7. Incentive Pay: Agree to add Bilingual Pay, Hazard Pay, On-Call Pay and Tool Allowance as proposed by representatives of the county for the Compensation Plan for Designated Management and Confidential Employees (Units 8 and 9).
8. Holidays: Juneteenth will be a holiday for the Compensation Plan for Designated Management and Confidential Employees (Units 8 and 9) starting June 19, 2022.
9. Classification and Compensation Study Implementation: The County has engaged consulting firm MRG to work with it to determine the extent and manner of its implementation of the Koff and Associates classification and compensation study. The County will engage with the bargaining unit during the term of the agreement to address any impacts associated with these implementation decisions. Compensation changes, if any, resulting from these discussions will not reduce the equity adjustments described above, reduce wages for any employees in the bargaining unit or Y-rate any employees in the bargaining unit.
10. Salary Resolution Amendments: The County will adopt amendments to the Salary Resolution as needed to reflect recent changes in the law concerning composition of non-exempt employees' regular rate of pay and the calculation of overtime compensation.
11. Compensation Plan Meet and Agree Updates: The Parties will meet periodically during the term of the Compensation Plan to update, clarify, reorganize or otherwise improve the document through mutual agreement. Please note that these conversations can address topics raised by the Association that have not been resolved in this package proposal including but not limited to incentive pays. The Parties will memorialize any mutually acceptable changes. The County may also reopen negotiations during the term of the Plan to negotiate impacts, if any, associated with changes made to comply with California Senate Bill 278.

FINANCIAL IMPACT:

Total costs from all funds for this compensation plan is estimated to be:

- \$17.76 million for January 1, 2022 through the remainder of Fiscal Year 2021-2022
- \$39.05 million for Fiscal Year 2022-2023
- \$40.62 million for Fiscal Year 2023-2024.

The cost to the General Fund is estimated to be:

- \$7.57 million for January 1, 2022 through the remainder of Fiscal Year 2021-2022
- \$16.72 million for Fiscal Year 2022-2023
- \$17.44 million for Fiscal Year 2023-2024.

The overall cost of this proposal is \$97.43 million, however the increase in costs to the county resulting from this proposal is projected to be as follows:

- \$539,701 for January 1, 2022 through the remainder of Fiscal Year 2021-2022
- \$2.92 million for Fiscal Year 2022-2023
- \$3.85 million for Fiscal Year 2023-2024.

**STRATEGIC FRAMEWORK:**

This action supports your Board's Strategic Framework by investing in county employees.

**OTHER AGENCY INVOLVEMENT:**

Compensation Plan for Management and Confidential Employees (Units 8 and 9)

**ALTERNATIVES TO STAFF RECOMMENDATIONS:**

Your Board could choose not to adopt the resolution approving the 2022-2024 Compensation Plan for Management and Confidential Employees (Units 8 and 9); however, this is not recommended. This option is not recommended as the extension of the Compensation Plan for Management and Confidential Employees (Units 8 and 9) expired December 31, 2021.

**ATTACHMENTS:**

1. Exhibit A the Compensation Plan for Management and Confidential Employees (Units 8 and 9)
2. Exhibit B the Compensation Plan for Management and Confidential Employees (Units 8 and 9) in track changes
3. Exhibit C Resolution No. \_\_\_\_ Approving the Compensation Plan for Management and Confidential Employees (Units 8 and 9) attached as Appendix A of the Resolution
4. Extension of the Compensation Plan for Management and Confidential Employees (Units 8 and 9) inclusive of December 31, 2021
5. County of Humboldt Comprehensive Salary Schedule and Classification Summary effective January 9, 2022.

**PREVIOUS ACTION/REFERRAL:**

Board Order No.: Resolution No. 18-82 and 21-25

Meeting of: August 21, 2018 and March 9, 2021

File No.: 18-1106 and 21-289