



COUNTY OF HUMBOLDT

For the meeting of: 11/8/2022

File #: 22-1516

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Adoption of an Ordinance of the Board of Supervisors of the County of Humboldt Amending Section 213-1 of Chapter 3 of Division 1 of Title II of the Humboldt County Code Relating to Pay Increases and Compensation Changes for the Board of Supervisors

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt Ordinance No. _____, amending Section 213-1 of Chapter 3 of Division 1 of Title II of the Humboldt County Code relating to pay increases and compensation changes for the Board of Supervisors; and
2. Direct the Clerk of the Board of Supervisors to publish, within fifteen (15) days after adoption, a post-adoption summary of the ordinance with the names of the Supervisors voting for and against the ordinance, and to post in the office of the Clerk of the Board of Supervisors a certified copy of the full text of the Ordinance.

SOURCE OF FUNDING:

General Fund (1100)

DISCUSSION:

On October 25, 2022, the Humboldt County Board of Supervisors (“Board”) introduced the attached ordinance by title, waived the first reading thereof and scheduled for adoption on November 8, 2022. This agenda item brings forth the proposed ordinance for adoption.

Consistent with the agreement reached with the American Federation of State, County and Municipal Employees, the proposed ordinance would make the following adjustments to the compensation level for Board of Supervisor members: a 7.5% salary increase effective the first full pay period after the effective date of the ordinance, a 2% salary increase the first full pay period in January 2023 and a 2.5% pay increase the first full pay period in January 2024. See chart below for dollar amount:

	Current Annual Salary	Effective Date of Ordinance	First Full Pay Period in January 2023	First Full Pay Period in January 2024
Board Supervisor Annual Salary	\$ 97,023	\$ 104,300	\$ 106,386	\$ 109,046

Additionally, the ordinance would sunset participation in the Wellness Reimbursement Program and continue to tie medical, dental, vision, life insurance, workers' compensation, retirement (Social Security and Public Employees' Retirement Systems) benefits and premium/employer contributions to the level other elected county officials receive.

Board of Supervisor members will have 60 days after adoption of this ordinance to complete qualifying purchases for reimbursement under the Wellness Reimbursement Program which sunsets on January 7, 2023 for Board members.

FINANCIAL IMPACT:

The financial impact to the Humboldt County General Fund of the proposed salary changes through June 30, 2023, is estimated at \$50,900. Over the three (3) years covered by Ordinance, the financial impact to the General Fund is estimated at \$229,800. The fiscal year 2022-2023 Adopted Salary and Benefit Budget for the Board of Supervisors does not include sufficient funds to fully accommodate the anticipated partial year increases in compensation for Board Supervisors, however, unspent funds in other accounts may provide sufficient funding. Staff will monitor the budget and request a supplemental appropriation, if necessary.

STRATEGIC FRAMEWORK:

The recommended actions support the Board of Supervisors' Strategic Framework by providing community-appropriate levels of service.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board Discretion.

ATTACHMENTS:

1. Ordinance of the Board of Supervisors of the County of Humboldt Amending Section 213-1 of Chapter 3 of Division 1 of Title II of the Humboldt County Code Relating to Pay Increases and Compensation Changes for the Board of Supervisors
2. Amended Humboldt County Code Section 213-1
3. Post-Adoption Summary

PREVIOUS ACTION/REFERRAL:

Board Order No.: I-3
Meeting of: 10-25-2022

File #: 22-1516

File No.: 22-1398