



COUNTY OF HUMBOLDT

For the meeting of: 12/18/2018

File #: 18-1616

To: Board of Supervisors

From: District Attorney

Agenda Section: Consent

SUBJECT:

Advanced Salary Step Request for Deputy District Attorney Joel Buckingham and Candace Myers (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve a step increase for Joel Buckingham, Deputy District Attorney IV (class 0602, position 13) from Step D (range 525) for the advance to Step E (range 525) and the effective date for the advance to Step E is Dec. 30, 2018, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required) and;
2. Approve a step increase for Candace Myers, Deputy District Attorney III (class 0602, position 03) from Step C (range 492) for the advance to Step E (range 492), and the effective date for the advance to Step E is December 30, 2018, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING:

Measure Z budget 1100 295, District Attorney
General fund budget 1100 205, District Attorney

DISCUSSION:

Joel Buckingham was hired in December 2017 at Deputy District Attorney IV, (class 0602, salary range 521, step C). He joined the Office with over 11 years experience as a prosecutor. Since joining the office he has taken on a very high number of homicide cases as well as providing assistance and supervision to other Deputy District Attorneys in the Office. The request to move this employee to the top step Deputy District Attorney IV position is an effort to fairly compensate Mr. Buckingham for his experience and the level of work he has very successfully taken on.

Candace Myers was hired in September 2015 at Deputy District Attorney I, (class 0602, salary range 408, step E). She joined the office with over a year of experience as a prosecutor. Since joining the

office she has taken on a very high number of domestic violence, elder abuse and fraud cases as well as providing assistance to other Deputy District Attorneys in the Office. The request to move this employee to the top step Deputy District Attorney III position is an effort to fairly compensate Mrs. Myers for her experience and the level of work she has very successfully taken on.

Your Board has authority to carry out the recommended action pursuant to Section 7 of the Salary Resolution (Resolution No. 82-170), which reads, "Upon a four-fifths (4/5) vote, the Board of Supervisors may take any action concerning the employment and remuneration of county personnel deemed by the Board of Supervisors to be for the insurance of orderly and efficient operation of county government; and in such event such action of the Board of Supervisors shall be binding and controlling as against any inconsistent provisions of this resolution. Any salary increase given under this section shall establish a new anniversary date for such employee."

FINANCIAL IMPACT:

Mr. Buckingham is classified as a Deputy District Attorney IV Step D (salary range 525) within budget unit 295 and has been receiving pay of \$4,042.02 per pay period. The increase to Step E is an additional \$206.40 per pay period. In total, the increase for the remainder of the 2018-19 fiscal year is approximately \$2,890. There are sufficient funds in the District Attorney budget (1100295) due to vacancies within the District Attorney's Office.

Ms. Myers is classified as a Deputy District Attorney III Step C (salary range 492) within budget unit 205 and has been receiving pay of \$3,261.81 per pay period. The increase to Step E is an additional \$342.40 per pay period. In total, the increase for the remainder of the 2018-19 fiscal year is approximately \$4,794 for FY 2018-19. There are sufficient funds in the District Attorney budget (1100205) due to vacancies within the District Attorney's Office.

Approving the requested salary increases support the Boards Strategic Framework by provides community-appropriate levels of service, manages our resources to ensure sustainability of services and invests in county employees.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

None

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.:

File #: 18-1616

Meeting of: