



COUNTY OF HUMBOLDT

For the meeting of: 10/25/2022

File #: 22-1398

To: Board of Supervisors

From: Human Resources

Agenda Section: Departmental

SUBJECT:

Introduction 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. Introduce the attached 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 and waive the first reading thereof;
2. Set the attached ordinance for adoption on November 1, 2022, or at least one (1) week away from the date of the Board of Supervisors meeting at which the ordinance is first introduced;
3. Direct the Clerk of the Board of Supervisors to publish the pre-adoption summary of the attached ordinance and to post a certified copy of the full text of the ordinance in the office of the Clerk of the Board of Supervisors at least five (5) days prior to the Board of Supervisors meeting at which the ordinance will be adopted [California Government Code Section 25124(b)(1)]; and
4. Direct the Clerk of the Board of Supervisors, within fifteen (15) days after adoption of the attached ordinance, to publish 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 adopted ordinance and amendments along with the names of those Supervisors voting for and against the ordinance [California Government Code Section 25124(b)(1)].

SOURCE OF FUNDING:

General Fund (1100)

DISCUSSION:

In accordance with County Code, the Humboldt County Board of Supervisors ("Board") considers adjustments in Board compensation, as deemed appropriate, at the same time as employees in County representation Units 1-4 - American Federation of State, Municipal, and County Employees

(“AFSCME”). The Board elected to hold on a decision related to compensation until agreement had been reached with all other employee groups. Consideration of increases for the Elected and Appointed Department Heads, at today’s meeting, is the last of employee group agreements regarding compensation.

Members of AFSCME received a 7.5% salary increase effective the first full pay period after the effective date of January 1, 2022, are scheduled to receive a 2% salary increase the first full pay period in January 2023 and a 2.5% increase the first full pay period in January 2024. Annual salaries for the Board of Supervisors applying these same percent increases are set forth in the table below.

	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

The attached ordinance would provide the Board with the same adjustments, as described above, to base salary provided to AFSCME. In the alternative, the Board may choose a different index or measurement to tie cost of living adjustments (“COLA”). For example, the Board could tie its salary adjustments to another employee group or bargaining unit. The chart below summarizes the COLA increases of the employee group agreements reached in the last year.

Labor Group or Organization	First Full Pay Period in After Approved	First Full Pay Period in January 2023	First Full Pay Period in January 2024
American Federation of State, Muni., and Cnty Empl. (AFSCME)	7.5%	2.0%	2.5%
County Attorneys Association (CAA)	9.0%	2.0%	3.0%
Humboldt Deputy's Sheriffs' Organization (HDSO)	10.0%	2.0%	3.0%
Law Enforcement Management (LEM)	10.0%	2.0%	3.0%
Management & Confidential (M&C)	9.0%	2.0%	3.0%
Elected & Appointed Department Heads	9.0%	2.0%	3.0%

Note - the increase set forth in the table above do not include equity adjustments provided to certain classifications.

Another option is to create a factor such as that used by the California State Judges and Justices, which is the average percentage salary increase for the current fiscal year for California State employees [California Government Code Section 68203(a)]. A summary of those annual increases is listed compared to select county labor groups is below:

LABOR GROUP	2017	2018	2019	2020	2021	2022	TOTAL
CA Judges & Justices	4.2%	3.7%	3.5%	0.0%	4.9%	1.8%	18.1%
ASFCME	1.0%	0.0%	1.0%	2.0%	0.0%	7.5%	13.5%
M&C	2%	0%	2%	0%	0%	9%	13.0%

Note - the above rates do not include one-time lump sum amounts provided to County employees.

FINANCIAL IMPACT:

The financial impact to the Humboldt County General Fund of the proposed salary changes through June 30, 2023, is estimated at Fifty Thousand Nine Hundred Dollars (\$50,900), if the Board applies the 7.5%, 2% and 2.5% increases that AFSCME received. Over the three (3) years covered by the compensation plan the financial impact to the General Fund is estimated at Two Hundred Twenty Nine Thousand Eight Hundred (\$229,800.00). 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:

As discussed in the staff report, the Board may direct staff to select an alternative COLA index factor or provide additional direction.

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. Pre-Adoption Summary
4. Post-Adoption Summary

PREVIOUS ACTION/REFERRAL:

Board Order No.: I-4

Meeting of: 12-18-2018

File No.: #18-1652