



COUNTY OF HUMBOLDT

For the meeting of: 12/11/2018

File #: 18-1588

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Adoption of Compensation Plan for Elected and Appointed Department Heads Effective October 1, 2017 through and inclusive of Sept. 30, 2022

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt Resolution No. _____ (attached) approving the Compensation Plans for Elected and Appointed Department Heads effective Oct. 1, 2017 through and inclusive of Sept. 30, 2022
2. Approve the Compensation Plan for Elected and Appointed Department Heads effective Oct. 1, 2017, through and inclusive of Sept. 30, 2022

SOURCE OF FUNDING:

All County funds

DISCUSSION:

Representatives of the county and the Elected and Appointed Department Heads have agreed to the matters set forth in the attached Compensation Plan. Major elements provided for in the Compensation Plan include the following:

1. Implementation of wage steps 1A through E for Appointed Department Heads
2. One-time, non-recurring, non-pensionable payment in the amount of \$1901 for Appointed Department Heads
3. Dec. 24, 2018 holiday for Appointed Department Heads
4. Wellness Reimbursement Program in an amount up to \$1,000 per employee per year for Appointed Department Heads
5. Permit donations of paid leave in increments of four (4) hours

FINANCIAL IMPACT:

Estimated General Fund over the term of the Compensation Plan will be approximately \$233,737.34.

The MOU supports the Board's Strategic Framework by attracting and retaining the best county employees.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to not adopt the proposed Compensation Plan for Elected and Appointed Department Heads, however, this is not recommended.

ATTACHMENTS:

1. Resolution - Adopt Compensation Plan for E&A Department Heads
2. Attachment - Compensation Plan for E&A Department Heads (FINAL)
3. Attachment - Compensation Plan for E&A Department Heads (track changes)

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A