



# COUNTY OF HUMBOLDT

For the meeting of: 12/16/2025

---

File #: 25-1306

---

**To:** Board of Supervisors

**From:** Human Resources

**Agenda Section:** Consent

**Vote Requirement:** Majority

**SUBJECT:**

Adoption of the Compensation Schedule to Implement the 2026 California Minimum Wage and Resolution to Amend the 2024-2026 American Federation of State, County, and Municipal Employees Memorandum of Understanding

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Adopt the Compensation Schedule (Attachment 1) effective Dec. 21, 2025;
2. Adopt the Resolution (Attachment 2) approving the amendment of the 2024-2026 Memorandum of Understanding between the County of Humboldt and the American Federation of State, County, and Municipal Employees; and
3. Approve the revised salary ranges, effective the pay period following Board approval.

**STRATEGIC PLAN:**

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

**DISCUSSION:**

The government of the State of California has increased the minimum wage from \$16 per hour to \$16.50 per hour, effective Jan. 1, 2025. Human Resources recommends implementing the following salary range increases in order to be compliant with the new legally required minimum wage, as well as maintain internal alignment of classifications:

- Environmental Health Technician I (classification # 0532A) from salary range 345 to salary range 346
- Mental Health Maintenance Custodian (classification # 0269) from salary range 345 to salary range 346
- Client Services Worker I (classification # 0772A) from salary range 344 to salary range 346
- Paralegal I/II (classification # 0450A/B) from salary ranges 344/364 to salary ranges 346/366
- Parts Storekeeper (classification # 0249) from salary range 342 to salary range 346
- Screener (MSS) (classification # 0730) from salary range 342 to salary range 346
- Recordable Documents Examiner I/II (37.5) (classification # 0155A/B) from salary ranges 328/348 to salary ranges 333/353
- Animal Shelter and Care Attendant I/II (classification # 0440A/B) from salary ranges 341/354 to salary ranges 346/366
- Assessment Technician I/II (classification # 0172A/B) from salary ranges 341/354 to salary ranges 346/366

- Building Maintenance Custodian (classification # 0268) from salary range 341 to salary range 346
- Child Care Worker (classification # 1732) from salary range 341 to salary range 346
- Child Support Assistant I/II (MSS) (classification # 0366A/B) from salary ranges 341/351 to salary ranges 346/366
- Custodian (classification # 0276) from salary range 341 to salary range 346
- Election Worker (classification # 0191) from salary range 341 to salary range 346
- Election Worker - Rover (classification # 0192) from salary range 341 to salary range 346
- Fiscal Assistant I/II (classification # 0177A/B) from salary ranges 341/355 to salary ranges 346/366
- Laborer (classification # 0266) from salary range 341 to salary range 346
- Legal Clerk I/II (classification 0351A/B) from salary ranges 341/351 to salary ranges 346/366
- Legal Office Assistant I/II (classification # 0178A/B) from salary ranges 341/351 to salary ranges 346/366
- Library Assistant I/II (classification # 0157A/B) from salary ranges 341/351 to salary ranges 346/366
- Library Shipping Clerk (classification # 0156) from salary range 341 to salary range 346
- Mail Services Driver (classification # 0162) from salary range 341 to salary range 346
- Medical Clinic Assistant I/II (classification # 0513A/B) from salary ranges 341/351 to salary ranges 346/366
- Medical Office Assistant I/II (classification # 0574A/B) from salary ranges 341/351 to salary ranges 346/366
- Mental Health Cook's Aide (classification # 0435) from salary range 341 to 346
- Office Assistant I/II (classification # 0179A/B) from salary ranges 341/351 to salary ranges 346/366
- Parent Partner I/II (classification # 0578A/B) from salary ranges 341/351 to salary ranges 346/366
- Park Caretaker I/II (classification # 0272A/B) from salary ranges 341/359 to salary ranges 346/366
- Peer Coach I/II (classification # 0576A/B) from salary ranges 341/351 to salary ranges 346/366
- Services Support Assistant I/II (MSS) (classification # 1137A/B) from salary ranges 341/351 to salary ranges 346/366
- Stock Clerk (classification # 1733) from salary range 341 to 346
- Student Professional Worker (classification # 0673) from salary range 341 to 346
- Vocational Trainee (classification # 0742T) from salary range 341 to 346
- Senior Recordable Documents Examiner (classification # 0158) from salary range 370 to 371
- Senior Assessment Technician (classification # 1172) from salary range 379 to salary range 386
- Senior Fiscal Assistant (classification # 0124) from salary range 379 to salary range 386
- Fiscal Services Supervisor (classification # 1149) from salary range 408 to salary range 416
- Legal Office Services Supervisor (classification # 1150) from salary range 408 to salary range 416
- Legal Clerk III (classification # 0352) from salary range 377 to salary range 386
- Senior Legal Office Assistant (classification # 0168) from salary range 377 to salary range 386
- Senior Library Assistant (classification # 0657) from salary range 377 to salary range 386
- Senior Medical Office Assistant (classification # 0575) from salary range 377 to salary range 386
- Services Support Assistant III (MSS) (classification # 1194) from salary range 373 to salary range 386
- Mental Health Cook (classification # 0434) from salary range 352 to salary range 366
- Senior Custodian (classification # 0280) from salary range 351 to salary range 366
- Vocational Assistant (MSS) (classification # 0742) from salary range 351 to salary range 366
- Senior Office Assistant (classification # 0135) from salary range 366 to 386
- Parent Partner III (classification # 0579) from salary range 361 to 386
- Peer Coach III (classification # 0577) from salary range 361 to 386
- Legal Office Services Manager (classification # 0133) from salary range 429 to 456

Human Resources recommends implementing this on Dec. 21, 2025, as this is the pay period that encompasses Jan. 1, 2026, and will ensure the county is compliant with the \$16.90 minimum wage requirement on that date.

**SOURCE OF FUNDING:**

All County Funds

**FINANCIAL IMPACT:**

<i>Expenditures (Various)</i>	<b>FY25-26</b>	<b>FY26-27 Projected*</b>
<i>Budgeted Expenses</i>	<u>\$477,871</u>	<u>\$1,003,530</u>
<i>Additional Appropriation Requested</i>		
<i>Total Expenditures</i>	<u>\$477,871</u>	<u>\$1,003,530</u>

*\*Projected amounts are estimates and are subject to change.*

<i>Funding Sources (Various)</i>	<b>FY25-26</b>	<b>FY26-27 Projected*</b>
<i>General Fund</i>	<u>\$43,275</u>	<u>\$90,878</u>
<i>DHHS Funds</i>	<u>\$391,043</u>	<u>\$821,191</u>
<i>Other Funds</i>	<u>\$43,553</u>	<u>\$91,461</u>
<i>Total Funding Sources</i>	<u>\$477,871</u>	<u>\$1,003,530</u>

*\*Projected amounts are estimates and are subject to change.*

**Narrative Explanation of Financial Impact:**

The estimated impact of the increase in minimum wage for fiscal year (FY) 2025-26 is \$477,871 across 12 funds, impacting the Department of Health and Human Services (DHHS) funds the most. Staff will monitor these funds and budget units and bring a budget adjustment back to your Board should it be necessary in FY 2025-26. The increase will be included in future annual budget cycles.

**STAFFING IMPACT:**

**Narrative Explanation of Staffing Impact:**

This item has no staffing impact, other than the increase in wages for the affected classifications.

**OTHER AGENCY INVOLVEMENT:**

N/A

**ALTERNATIVES TO STAFF RECOMMENDATIONS:**

Your Board can choose not to implement these changes. However, this is not recommended as the county is legally required to pay employees at least minimum wage.

**ATTACHMENTS:**

Attachment 1 - 2025-12-21 Compensation Schedule

Attachment 2 - Resolution

**PREVIOUS ACTION/REFERRAL:**

Meeting of: N/A

File No.: N/A