



AGENDA ITEM NO.  
**C-10**

# COUNTY OF HUMBOLDT

For the meeting of: May 24, 2016

Date: May 2, 2016

To: Board of Supervisors

From: Jeffrey S. Blanck, County Counsel

*JB* for Jeff Blanck

Subject: Advance Salary Request for Deputy County Counsel Anne Nguyen  
(4/5 vote required)

### RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve an advance salary step for Deputy County Counsel IV, Step B, Anne Nguyen, to Deputy County Counsel IV, Step E, effective May 23, 2016, pursuant to Section 7 of the Humboldt County Salary Resolution (4/5 vote required).

SOURCE OF FUNDING: 1100 General Fund

### DISCUSSION:

At the time Anne was hired with the County Counsel's Office on April 21, 2014, she was qualified to be a Deputy County Counsel IV, Step E, however due to budgetary constraints she was hired as a IV, Step 1A. She is now at a Step B level, and the request for a Step E level is to obtain parity, equity, uniformity and consistency in the office, in addition to compensating Anne fairly for her qualifications. Anne's experience and knowledge of the law is equal to, and at times above, other attorneys in the office who are currently at a

Prepared by Blair Angus

CAO Approval *[Signature]*

REVIEW:

Auditor *[Signature]*

County Counsel *JB*

Personnel *[Signature]*

Risk Manager

Other

TYPE OF ITEM:

- Consent
- Departmental
- Public Hearing
- Other

PREVIOUS ACTION/REFERRAL:

Board Order No. \_\_\_\_\_

Meeting of: \_\_\_\_\_

**BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT**

Upon motion of Supervisor Fennell / Seconded by Supervisor Bass

- Ayes Sundberg, Fennell, Lovelace, Bohn, Bass
- Nays
- Abstain
- Absent

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: May 24, 2016

By: *[Signature]*  
Kathy Hayes, Clerk of the Board

IV, Step E position, and advancing Anne to a Step E, would bring the required uniformity, equity and stability within the office. Anne has the experience, knowledge, and years of a practicing attorney which qualify her for a Step E. The budget of the office can accommodate this increase now and on an on-going basis.

Anne has thirteen (13) years of experience as a practicing attorney, has extraordinary legal qualifications, and has contributed a great depth of practice and knowledge to the County County's Office. Anne has drafted numerous appellate briefs for the Department of Health and Human Services securing affirmations of numerous trial court decisions and, in one case, publication of a decision that establishes a legal standard for the state. She has also successfully managed civil litigation and appeals such that her cases were dismissed without need for trial. In addition to her work as a litigator, Anne is a skilled negotiator and has been able to bring contentious parties together so as to avoid legal conflicts.

Because of the above-stated reasons, it is request that Anne be advanced to a Deputy County Counsel IV, Step E. She was qualified for a Step E at the time of hiring and the increase is warranted at this time. The office and the County benefit greatly from the extraordinary legal skills that Anne brings to the office.

FINANCIAL IMPACT:

The placement of Anne Nguyen at an advanced step will not have a significant impact. Because the step increase won't be effective until May 24, 2016, the overall salary increase is \$2,305.29 for this fiscal year.

The overall salary increase for FY 16/17, is \$11,129 which will be absorbed due to increased revenues as well as unanticipated revenues.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion

ATTACHMENTS:

None