



COUNTY OF HUMBOLDT

For the meeting of: 2/1/2022

File #: 22-99

To: Board of Supervisors

From: Human Resources

Agenda Section: Departmental

SUBJECT:

Compensation Adjustment for Director of Children and Family Commission

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt Resolution No. _____ approving a 10% increase in base pay for the position of Director of Children and Family Commission (Class 0505 Unit 11) due to the addition of the Road to Resilience Program and the ACESs/Resilience Program and a more than 50% increase in staffing, effective the beginning of the next pay period following approval
2. Adopt a Comprehensive Compensation Schedule and Classification Summary

SOURCE OF FUNDING:

Proposition 10 Children and Families Fund (3453)

DISCUSSION:

The Board has adopted a compensation plan for appointed and elected department heads. The compensation plan for appointed and elected department heads provides a process for evaluating additional compensation for department heads based on changes in responsibility.

Pursuant to the language in the compensation plan regarding increased responsibilities, Executive Director, First 5 Humboldt, Mary Ann Hansen, requested consideration for an additional increase in compensation for taking on additional responsibilities due to the addition of the Road to Resilience Program and the ACESs/Resilience Program and increased staffing from 2.8 full time equivalent (FTE) to 8.5 FTE.

The recommended salary increase is made in accordance with the provision within the Compensation Plan for Appointed and Elected Department Heads, providing for increased compensation for added workload, staffing and program responsibilities. The provision of the agreement allows for increase in compensation in the 5-10% range. The request for additional compensation was evaluated by the County Administrative Officer and the Interim Human Resources Director and additional compensation of 10% is recommended. To effectuate this, a resolution amending the compensation

plan is necessary. Such a resolution is attached for the Board's consideration.

The First 5 Humboldt Commission is supportive of this request and voted on Dec. 9, 2021, to request a 10% salary increase for Ms. Hansen.

The increased staffing supports the addition of two new programs and the realignment of another program. The two new programs are the Road to Resilience Program and the ACESs/Resilience Program. The Road to Resilience Program provides perinatal and family health navigators to pregnant women and mothers at risk of substance use disorder through a partnership with United Indian Health Services. Additionally, First 5 Humboldt has added the ACES/Resilience Program. This program provides community education and services designed to prevent adverse childhood experiences and promotes resilience. The program realignment resulted in an increased workload involving the transition of work from four independent contractors to three internal regular staff to provide early childhood mental health support to parents attending play groups through the county.

FINANCIAL IMPACT:

The monthly salary increase at the incumbent's current step is \$835.60. The total annual cost including benefits would be approximately \$149,200. Sufficient funds have been budgeted in the current fiscal year for such an increase in the First 5 Humboldt Budget.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by protecting vulnerable populations.

OTHER AGENCY INVOLVEMENT:

First 5 Humboldt.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

1. Resolution No. _____ Amending the October 1, 2017, through and inclusive of September 30, 2022, Compensation Plan for Appointed and Elected Department Heads and Adopting a Comprehensive Compensation Schedule And Classification Summary.
2. Compensation Schedule and Classification Summary effective February 6, 2022
3. Mary Ann Hansen letter
4. First 5 Humboldt Commission letter

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A